

STANISLAUS COUNTY

OCCUPATIONAL OUTLOOK REPORT & TRAINING DIRECTORY

2000 - 2001

A Product of the

California Cooperative Occupational Information System





Administered by

Terry D. Plett, Director

In Cooperation with:

The State of California Employment Development Department The California Occupational Information Coordinating Committee http://www.edd.ca.gov http://www.soicc.ca.gov

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The Workforce Investment Board

On August 7, 1998, President Clinton signed into law **The Workforce Investment Act of 1998**. As a part of that legislation, Stanislaus County formed a new governance body entitled the "Workforce Investment Board" as required by the new legislation. The Stanislaus County Workforce Investment Board was officially established as of July 1, 1999. You may view the WIB 5 Year Plan in Appendix A of this report.

The Department of Employment & Training would like to recognize the members of the Workforce Investment Board for their contributions to local workforce development in Stanislaus County.

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The Stanislaus County Employers:

Who took valuable time from their busy schedules to complete the occupational surveys.

The Stanislaus County Board of Supervisors:

Pat Paul. Chair Thomas Mayfield Nick W. Blom District 1 District 2 District 3

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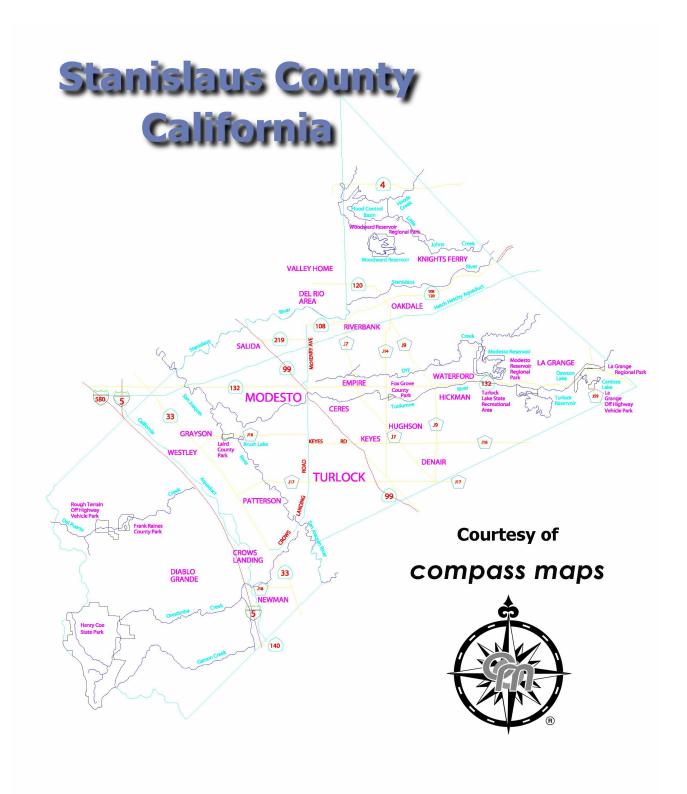
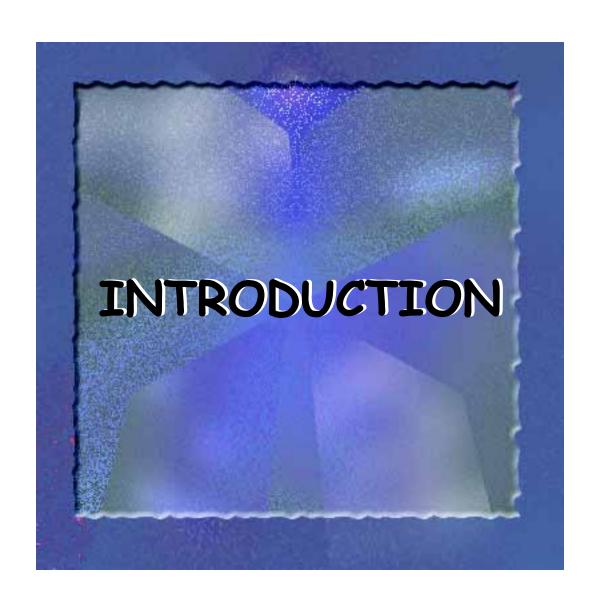


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Stanislaus County 2000

PROJECT OVERVIEW

The labor market information presented in this report is the product of a cooperative effort between the Labor Market Information Division (LMID) of the California Employment Development Department (EDD) and the Stanislaus County Department of Employment & Training (DET). This report is the result of that effort and forms a part of the state wide labor market research project, entered into under the auspices of the California Cooperative Occupational Information System (CCOIS).

Initiated by the EDD in July 1986, as the State/Local Labor Market Information Program, 2000, marks the seventh year that Stanislaus County has participated in the CCOIS program. These annual reports are custom tailored to the needs of Stanislaus County employers, job seekers, job counselors and placement personnel through solicitation of the advice and assistance of local business, education, and government leaders in the selection of the occupations to be surveyed.

PROGRAM GOALS & OBJECTIVES

The *goal* of the labor market research project is to assist in developing a method which more effectively links the training, skills, abilities, and occupational goals of job seekers to the labor force preparation requirements of local employers.

The *objectives* of labor market research are to accurately collect, analyze, and distribute information about the Stanislaus County labor force. To provide that information to local employers, private and nonprofit organizations, out-placement agencies, vocational counselors, educators, job developers, job seekers, firms making training site recommendations, and economic development and planning professionals.

OCCUPATIONAL DEFINITIONS

The following explain the terms used in the occupational summaries:

WAGES

This section of the report defines wage categories, and enables comparison of salaries across occupations through different salary ranges. All wage data were collected between August and December of 2000. The wage data are categorized as follows:

New Hires, no experience	The wages of persons, who may be trained, but with no paid experience in the occupation.
New Hires, with experience	The starting wage paid to journey-level or experienced persons just starting at the firm.
Experienced, 3 years with firm	The wages generally paid to persons with three years journey-level experience at the firm.

EMPLOYMENT TRENDS:

SIZE

These terms are used to describe the size of a particular occupation. The estimated number of workers in that occupation is taken from the CCOIS Forecast, Table 6, or the total employment represented by the survey responses -- whichever is greater, and calculated by the total labor force taken from the Stanislaus County Metropolitan Statistical Area Report. Occupations are rated by the following:

TERM PERCENT OF WAGE / SALARY EMPLOYMENT TOTAL

Small Less than 15%

Medium 15% up to, but not including 30% Large 30% up to, but not including 65%

Very Large 65% and above

GROWTH

These terms describe the expected rate of growth for the occupation relative to the average rate of growth expected for all occupations in Stanislaus County (2.2 percent/year).

Much Faster Than Average 1.50 times average, or more

Faster Than Average 1.10 up to, but not including 1.50 times average Average .90 up to, but not including 1.10 times average

Slower Than Average Less than .90 times average

No Significant Change Size to remain stable

Slow Decline Size to diminish from current number of employees

SUPPLY/DEMAND ASSESSMENT

The terms in this section of the report refer to the relative difficulty that employers experience in locating qualified applicants for entry and experienced level positions in each occupation. They are:

Very Difficult - Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

Moderately Difficult - Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times and applicants may find little competition in their job search.

Not Difficult - Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

A Little Difficult - (1998 Occupations Only) Demand is somewhat smaller than the supply of qualified applicants. Applicants may encounter some competition in their job search.

RECRUITMENT

Refers to the primary methods used by employers when advertising for qualified applicants.

BENEFITS

Refers to measurable non-wage reimbursement, i.e. insurance, sick leave, retirement, etc. of full time employees.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

This section of the report defines the amount and examples of work experience, education, and skills required by surveyed employers. The following terms define the percentage of employers who stated a desire in the specified training, experience, or other requirements.

All employers -- 100% of the survey respondents

Almost all employers -- 80% up to, but not including 100%

Most employers -- 60% up to, but not including 80%

Many employers - 40% up to, but not including 60%

Some employers -- 20% up to, but not including 40%

Few employers -- Fewer than 20% of respondents

DISTINCT OCCUPATION INDICATORS



NON-TRADITIONAL OCCUPATION ICON

This icon is used to represent occupations that have been determined to be non-traditional occupations for women, occupations in which less than 25 percent of the employees are women.



TARGET ICON

This icon designates an occupation that is both a Demand occupation and a Quality occupation (see below).



QUALITY ICON

This icon designates those occupations in which "MOST" employers (at least 60 percent) provide a median wage of at least \$7.50 per hour for a "NEW HIRE / NO EXPERIENCE", a forty hour work week, and at least three of the following benefits: medical insurance, paid sick leave, paid vacation, or a retirement plan.



DEMAND ICON

This icon designates those occupations having a job base of more than 400 employees and a report from employers that it is "MODERATELY DIFFICULT" or "VERY DIFFICULT" to find "FULLY EXPERIENCED AND QUALIFIED" applicants.

ABBREVIATIONS

BLS - Bureau of Labor and Statistics

CCOIS - California Cooperative Occupational Information System

EDD - Employment Development Department

GED - General Educational Development

LMID - Labor Market Information Division

OES - Occupational Employment Statistics

OOR - Occupational Outlook Report

DET - Department of Employment and Training

SIC - Standard Industrial Classification system

WIB- Workforce Investment Board

USES OF THE OCCUPATIONAL OUTLOOK REPORT

Career Decisions Career counselors and job seekers can make informed occupa-

tional choices based on skills, abilities, interests, education, and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor

demand, and sources of employment and training.

Program PlanningThis report provides local planners and administrators with

employment, training, and placement data, occupational size and expected growth rates. Program planners can use this data to evaluate, improve, and eliminate programs, or to plan

new programs.

Curriculum Design Training providers can assess and update their curriculum based

on current employer need and projected trends, as indicated in

this report.

Economic Development

Government agencies and economic development organizations will find information on the labor pool, such as occupational size, expected growth rates, and wages, useful in determining the potential for business growth and development in our labor market area.

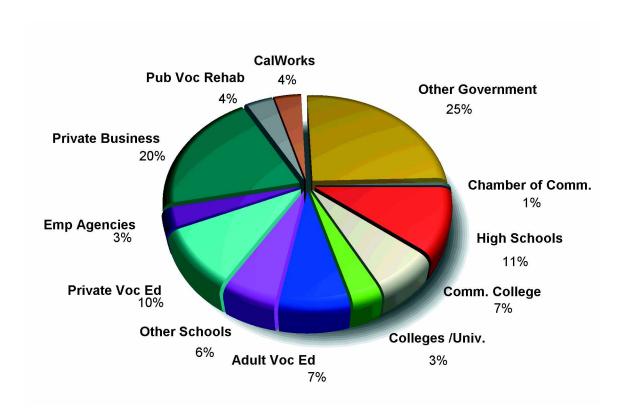
Program Marketing

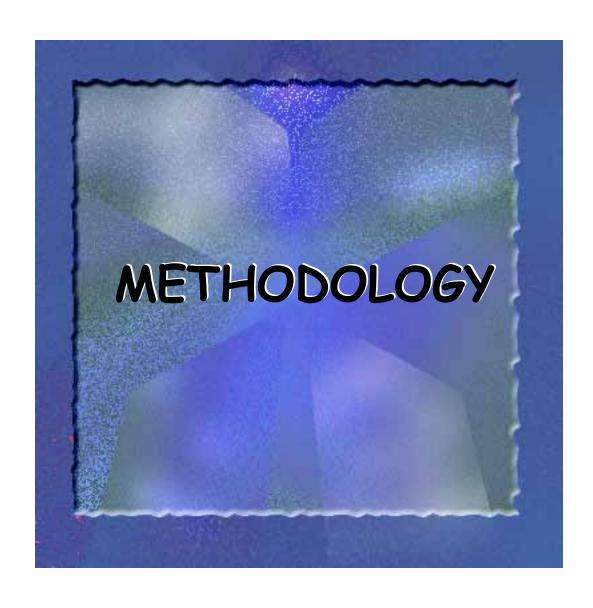
Training providers can effectively market their programs by informing students, employers, and others that the chances for job placement are much greater because their training programs are developed using reliable local occupational data.

Human Resources

Small business owners and large corporate human resource directors can use this report to help determine competitive wages and benefits, improve their recruitment methods, and assess the availability of qualified workers for business relocation or expansion purposes.

ORGANIZATIONS USING THE OCCUPATIONAL OUTLOOK REPORT





OCCUPATION SELECTION

At the State Level:

The CCOIS provided each service delivery area with a list of the fast-growth occupations eligible for survey in 1999. Fast-growth occupations were identified by information collected by the California Labor Market Information Division (LMID).

At the Local Level:

A steering committee, composed of representatives from local business, education, employment and training organizations, was formed and met in April 2000. The committee selected the occupations to be surveyed in Stanislaus County for 2000, by considering:

- 1) Occupations listed by the CCOIS
- 2) Community requests for local occupational information
- 3) Occupations that would provide the best opportunity for placement of two levels of clientele -- non-skilled or untrained applicants and skilled or trained/trainable applicants.

EMPLOYER SELECTION

The LMID staff chose a representative sample of employers for each occupation from the CCOIS generated employment list for Stanislaus County.

The staff then reviewed the employer samples, adding and deleting employers as necessary during the course of the study.

SURVEY PROCEDURES AND DATA COLLECTION

In August 2000, staff mailed approximately 840 CCOIS standardized questionnaires to 653 participating employers (425 single contact and 230 multiple contact employers). Follow-up calls were made to employers who did not return the questionnaires. Additional questionnaires were mailed, faxed, or completed during phone interviews with the employers. Data collection was completed in December 2000.

Employers who did not employ personnel in the specified occupation, hired only family members for that occupation, used employees from a private contract agency for that occupation, or declined to participate were deleted from the sample (451 surveys or 53 percent of total). One occupation, "Occupational Therapy Assistants and Aids" was deleted from the survey due to confusion caused by the occupational definition.

All occupational data and employer information were reviewed to ensure accuracy and completeness. Unclear or conflicting data were clarified by telephone interview with the employer.

Of the remaining 389 surveys active in the study, 220 responses (57 percent of active) contained usable results.

Relevant and supplemental data were obtained from the California Occupational Guide.

DATA TABULATION AND RESULTS

The 220 usable survey responses were tabulated and analyzed in accordance with LMID defined methodology. The final occupational summaries for the 2000-2001 Outlook Report were prepared based on that analysis and are presented on pages 13 - 53 of this report.

Although information is shown to the nearest whole number for ease of comparison, the reader should not interpret this as an indication of precision.

Employer responses to open-ended questions are reported in all categories in which at least 20 percent of the employers gave the same response to the question. The percentages represent the percentage of employers who responded to each specific question.

Each occupation summary provides information on the following subjects:

Definition - cites the occupation's definition as it appeared on the survey and as specified in the U.S. Department of Labor Dictionary of Occupations.

Wages - included in this report are those paid by the employers participating in the survey for employees at three levels of experience. The report does not include extreme wages.

Benefits - summarizes the types of benefits that are typically available in the occupation. Full time benefits only are shown. Part-time benefits were not represented due to the small percentage of employers paying benefits to part-time employees.

Employment Trends - specifies the size of the occupation, the estimated growth projection for the occupation, and lists the industries employing most of the employees in the occupation.

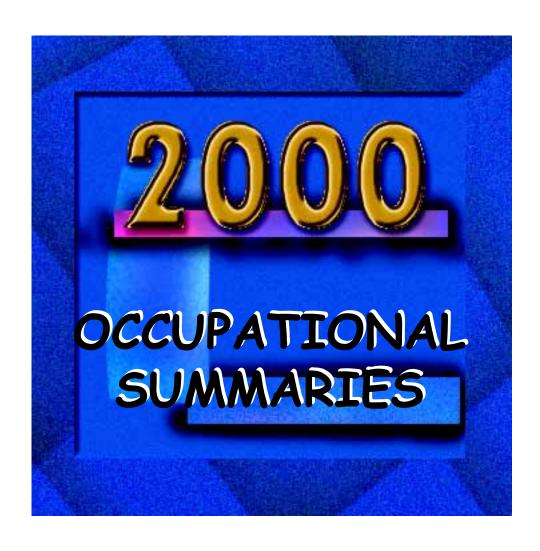
Supply/Demand Assessment - reflects the relative levels of difficulty Stanislaus County employers experience finding qualified applicants to fill vacancies within an occupation.

Recruitment Methods - compares the resources used by employers to find qualified applicants to fill vacancies within an occupation.

Employer Requirements - summarizes the minimum level of education required by employers for new applicants, the certificates or licenses required, and any specific skills needed to perform the occupation.

Other Information - specifies the percentage of employers that promote employees in the occupation to higher level positions and possible career ladders.

Training Opportunities - lists a few institutions where prospective job seekers may obtain training for the occupation. (More information on training opportunities can be found in the Training Directory at the end of this report.)



Stanislaus County 2000

ASSEMBLERS AND FABRICATORS

EXCEPT MACHINE, ELECTRICAL, ELECTRONIC AND PRECISION
13 FIRMS - 703 EMPLOYEES

OES CODE: 939560

DESCRIPTION

Assemblers and Fabricators, (except machine, electrical, electronic and precision) assemble and/or fit together parts to form complete units or subassemblies at a bench, conveyor line, or on the floor. Work may include the use of hand tools, power tools or special equipment to carry out fitting or assembly operations. Electrical, electronic, machine and precision assemblers and fabricators, and those who specialize in processes such as riveting, welding, soldering, machining or sawing are not included.

WAGES / BENEFITS

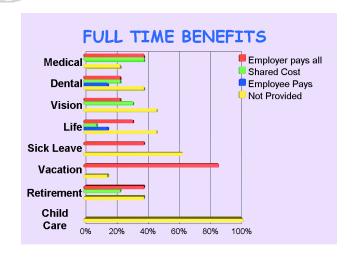
Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.00	8.63	6.50
NEW HIRE EXPERIENCED	6.50	9.11	7.65
3 YEARS EXP WITH FIRM	7.50	13.90	10.00

SHIFTS AND HOURS

All employers (100%) offered day shifts, but few (15%) offered swing or graveyard shifts. Average hours worked for full- time employees is 42 hours per week. Less than 1% of assemblers and fabricators in this category work parttime.

UNIONIZATION

UNION FIRMS - 0%



EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Large (800 -980)
Gender	Male -74% Female 26%
Projected Growth	3.2% / yr.
Rate of Growth	Faster than Average
Openings due to Grow	th 26 / yr.
Openings due to Separ	ration 19 / yr.
Turnover Rate	25%

WHERE THE JOBS ARE

Wood Buildings and Mobile Home Firms 17.5 %
Plastics Manufacturing Firms 12.9 %
Fab. Structural Metal Products Firms 12.5 %
Wood Container Firms 7.2 %

SUPPLY/DEMAND ASSESSMENT

Many employers (54%) report that employment levels over the last 12 months have remained stable, however, almost as many (46%) experienced growth. Some new hires (29%) were for new positions, however, many (47%) were from openings due to employees leaving. Most employers (62%) expect employment levels over the next 24 months to remain stable.

Employers report that it is very difficult to find fully experienced and qualified Assemblers and Fabricators, and not difficult to find employable inexperienced applicants.

ASSEMBLERS AND FABRICATORS

EXCEPT MACHINE, ELECTRICAL, ELECTRONIC AND PRECISION 13 FIRMS - 703 EMPLOYEES OES CODE: 939560



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become an Assembler or Fabricator.

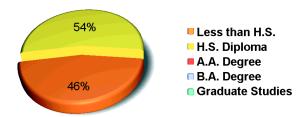
EXPERIENCE

Many employers (54%) do not require experience, but some (38%) prefer it. The average experience when required or preferred is 7 months. Almost all of those employers (83%) requiring or preferring experience accept experience in other occupations.

TRAINING

Almost all employers (92%) state that technical or vocational training is not required, and that training is acceptable in lieu of experience for almost all (83%) employers requiring experience.

MINIMUM EDUCATION



SPECIFIC SKILLS

Good dexterity
Knowledge of machines and tools
Able to read a tape measure
Good mathematics skills in fractions/ decimals
Good color perception
Able to operate hand and power tools
Read and interpret blueprints
Understand concepts behind technical drawings
Withstand noisy/ dusty work environment

COMPUTER SKILLS

Required by 7% of firms	Percent of firms
Word processing	100%
Spreadsheet	100%
Database	100%
Desktop Publishing	0%
Other Proprietary Programs	0%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (69%) promote from this position. Positions that Assemblers and Fabricators may be promoted to include Supervisors and Quality Control personnel.

LOCAL TRAINING PROVIDERS

THERE ARE CURRENTLY NO KNOWN LOCAL TRAINING PROVIDERS FOR THIS OCCUPATION.

See Training Directory for more complete Training Provider information.

Stanislaus County 2000

BOOKKEEPING, ACCOUNTING AND AUDITING CLERKS, INCLUDING BOOKKEEPERS

16 FIRMS - 101 EMPLOYEES



OES CODE: 553380

DESCRIPTION

Bookkeeping, Accounting and Auditing Clerks (including Bookkeepers) compute, classify, and record numerical data to keep sets of financial records complete. They perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. They may also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Individuals whose primary duties are operating special office machines are not included.

WAGES / BENEFITS

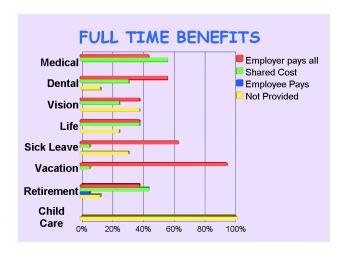
Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	7.50	9.59	8.55
NEW HIRE EXPERIENCED	7.00	15.82	11.16
3 YEARS EXP WITH FIRM	10.00	17.26	13.55

SHIFTS AND HOURS

All employers (100%) offered day shifts, but no surveyed employers offered swing or graveyard shifts. Average hours worked for full- time employees is 40 hours per week. Few (10%) Bookkeeping, Accounting, and Auditing Clerks work part-time.

UNIONIZATION

UNION FIRMS - 19%



EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Very Large (2110 -2160)
Gender	Male -8% Female 92%
Projected Growth	0.34% / yr.
Rate of Growth	Slower than Average
Openings due to Growt	
Openings due to Separa	ation 36 / yr.
Turnover Rate	17%

WHERE THE JOBS ARE

Rubber Products Manufacturers	5.9 %
Business Services Firms	4.4 %
Membership Organizations	4.0 %
(Used in many other businesses)	

SUPPLY/DEMAND ASSESSMENT

Most employers (75%) report that employment levels over the last 12 months have remained stable. Some new hires (25%) were for new positions, however, many (58%) were from openings due to employees leaving. Almost all employers (88%) expect employment levels over the next 24 months to remain stable.

Employers report that it is moderately difficult to find *fully experienced and qualified*Bookkeeping, Accounting and Auditing Clerks, and moderately difficult to find employable *inexperienced* applicants.

BOOKKEEPING, ACCOUNTING AND AUDITING CLERKS, INCLUDING BOOKKEEPERS

16 FIRMS - 101 EMPLOYEES







EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no educational certifications required to become a Bookkeeping, Accounting or Auditing Clerk.

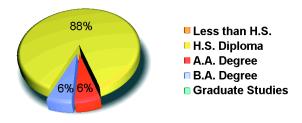
EXPERIENCE

Almost all employers (81%) require work experience in this field, and most (63%) will not accept other occupational experience. The average length of experience required is 21 months.

TRAINING

Many employers (56%) will accept training in lieu of experience, but only a few (19%) require technical or vocational training. Some employers (31%) preferred but did not require some kind of related vocational or educational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Knowledge of specialized bookkeeping practices
Operate 10 key adding machine by touch
Able to type approximately 45 wpm
Good organizational skills
Excellent mathematics skills
Read and interpret complex technical materials
Knowledge of recordkeeping procedures
Accounts payable/ accounts receivable practices
Know spreadsheet and database software

COMPUTER SKILLS

Required by 16 firms	Percent of firms
Word processing	94%
Spreadsheet	100%
Database	38%
Desktop Publishing	6%
Other Proprietary Programs	25%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (63%) promote from this position. Positions that Bookkeeping, Accounting and Auditing Clerks may be promoted to include Accounting Supervisor, Accounting Manager, and Office Manager.

LOCAL TRAINING PROVIDERS

Center for Employment Training	Accounting/ Bookkeeping
Computer Tutor	Administrative Acct. Clerk
First Career Academy	Accounting
Humphreys College	Accounting Clerk
Worldwide Educational Services	Business Accounting

See Training Directory for more complete Training Provider information.

BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS

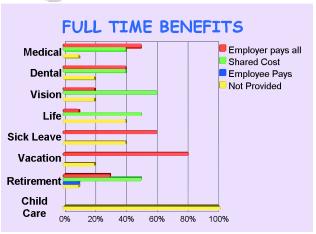
10 FIRMS - 30 EMPLOYEES



OES CODE: 853110

DESCRIPTION

Bus and Truck Mechanics and Diesel Engine Specialists repair and maintain the operating condition of trucks, busses, and all other types of diesel engines, including mechanics that primarily work on diesel automobiles.



WAGES / BENEFITS

Union (3 of 10)	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	12.74	12.74	12.74
NEW HIRE EXPERIENCED	13.26	28.43	14.04
3 YEARS EXP WITH FIRM	14.62	30.22	17.17
Non - Union (7) Responses	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	-	-	-
NEW HIRE EXPERIENCED	10.00	15.00	11.00
3 YEARS EXP WITH FIRM	13.00	17.00	15.00

SHIFTS AND HOURS

Almost all employers (90%) offered day shifts, but few (10%) offered swing or graveyard shifts. Average hours worked for full-time employees is 45 hours per week. Few (10%) Bus and Truck mechanics work part-time.

UNIONIZATION

UNION FIRMS - 30%

EMPLOYMENT TRENDS OCCUPATION FORECAST

Medium (290 -330)
Male -100% Female 0%
1.9% / yr.
Average
th 6 / yr.
ration 7 / yr.
10%

WHERE THE JOBS ARE

Trucking and Transportation Firms	29.4 %
Automotive Rental Firms (no Drivers)	12.0 %
Local Government	11.3 %
Motor Vehicle Parts/Supplies Firms	7.7 %

SUPPLY/DEMAND ASSESSMENT

Almost all employers (80%) report that employment levels over the last 12 months have remained stable, but some (20%) experienced a decline in this occupation. Many new hires (50%) were for temporary positions. No new hires were as a result of growth. Most employers (70%) expect employment levels over the next 24 months to remain stable, while some (30%) expect growth.

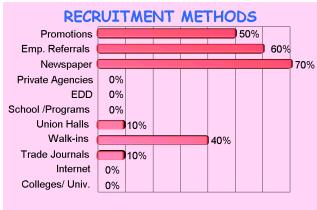
Employers report that it is moderately difficult to find *fully experienced and qualified* Bus and Truck Mechanics, and very difficult to find employable *inexperienced* applicants.

BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS

10 FIRMS - 30 EMPLOYEES



OES CODE: 853110



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

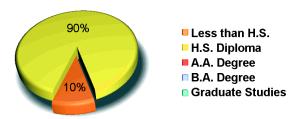
There are no required certifications for Bus and Truck Mechanics and Diesel Engine Specialists, but ASE certifications and apprenticeships are available in some areas.

EXPERIENCE

Almost all employers (90%) require work experience, and most (75%) will not accept experience in other occupations. Average experience required by employers is 29 months. TRAINING

Most (67%) employers would accept training in lieu of experience. Vocational training was preferred but not required by many (40%) employers.

MINIMUM EDUCATION



SPECIFIC SKILLS

Good problem solving skills
Mechanical troubleshooting and diagnostic skills
Knowledge of gas and diesel engine systems
Ability to use hand and power tools
Proper hoist and lifting techniques
Read and interpret complex technical materials
Hydraulics systems knowledge
Operations of electronic diagnostic computers
Use of electronic testing equipment
Possession of a valid drivers license

COMPUTER SKILLS

Required by 2 firms	Percent of firms
Word processing	50%
Spreadsheet	0%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	50%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (60%) promote from this position. Positions that Bus and Truck Mechanics and Diesel Engine Specialists may be promoted to include Head Mechanic and Supervisor.

LOCAL TRAINING PROVIDERS

THERE ARE CURRENTLY NO KNOWN LOCAL TRAINING PROVIDERS FOR THIS OCCUPATION.

See Training Directory for more complete Training Provider information.

DATA PROCESSING EQUIPMENT REPAIRERS

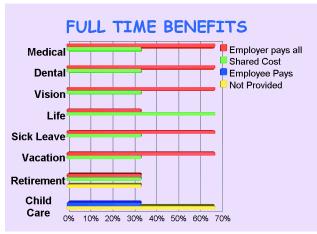
5 FIRMS - 12 EMPLOYEES



OES CODE: 857050

DESCRIPTION

Data Processing Equipment Repairers repair, maintain, and install computers (mainframes and/or personal computers), peripherial equipment, and word processing systems. Network Technicians are not included in this category.



WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	8.00	8.00	8.00
NEW HIRE EXPERIENCED	10.00	21.58	10.50
3 YEARS EXP WITH FIRM	14.00	38.36	15.00

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Small (70-100)
Gender	Male -100% Female 0%
Projected Growth	6.1% / yr.
Rate of Growth	Much faster than Average
Openings due to Gro	wth $4/yr$.
Openings due to Sep	aration 3 / yr.
Turnover Rate	42%

WHERE THE JOBS ARE

Computer and Data Proc. Firms	50.0%
Electrical Goods Firms	17.7 %
Personnel Supply Services	13.5 %

SHIFTS AND HOURS

All employers (100%) offered day shifts, and many (40%) surveyed employers offered swing shifts. Average hours worked for full- time employees is 40 hours per week. Many (50%) Data Processing Equipment Repairers work part-time.

UNIONIZATION

UNION FIRMS - 0%

SUPPLY/DEMAND ASSESSMENT

Most employers (60%) report that employment levels over the last 12 months have grown.

Many (40%) stated it remained stable. Many new hires (50%) were from employees leaving.

Some new hires (33%) were as a result of promotions to existing employees. Almost all employers (80%) expect employment levels over the next 24 months to remain stable, while few (20%) expect growth.

Employers report that it is very difficult to find fully experienced and qualified Data Processing Equipment Repairers, and no employers reported hiring inexperienced applicants.

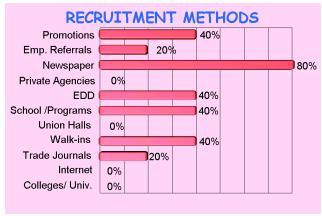
20 Stanislaus County 2000

DATA PROCESSING EQUIPMENT REPAIRERS

5 FIRMS - 12 EMPLOYEES



OES CODE: 857050



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Data Processing Equipment Repairers may have an A+ Certification or other vocational training, but are not required to have any special licenses or certifications.

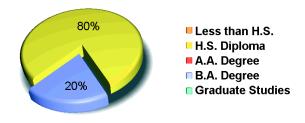
EXPERIENCE

Almost all employers (80%) state that work experience is required, and most employers (75%) will not accept experience in other occupations. Average work experience required is 17 months.

TRAINING

Most companies (60%) will not accept training in lieu of experience, and almost all (80%) state technical or vocational training is required. Average training required is 11 months.

MINIMUM EDUCATION



SPECIFIC SKILLS

Good problem solving skills
Troubleshooting and diagnostic skills
Electronic Data Systems structures
Knowledge of computer hardware and software
Ability to use hand and power tools
Read and interpret complex technical materials
Statistics and mathematics abilities
Operations of peripheral computer equipment
Use of electronic testing equipment
Possession of a valid drivers license

COMPUTER SKILLS

Required by 5 firms	Percent of firms
Word processing	100%
Spreadsheet	100%
Database	80%
Desktop Publishing	60%
Other Proprietary Programs	20%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (60%) do not promote from this position, however, those employer who do promote Data Processing Equipment Repairers may promote them to Supervisor or Area Technology Specialists.

LOCAL TRAINING PROVIDERS

Advanced Career Tech Institute	Hardware Support Specialist
Modesto City Schools	A+ Technician
Networks Education Center	A+ Technician
Northwestern Technical College	Professional Service Technician
Pacific Technical Institute	Computer Assembly Repair

See Training Directory for more complete Training Provider information.

FIRST LINE SUPERVISORS AND MANAGER/ SUPERVISORS- SALES AND RELATED OCCUPATIONS

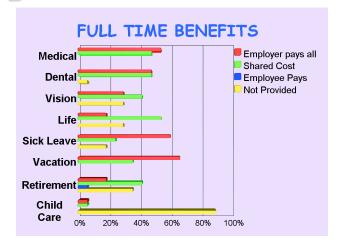
17 FIRMS - 98 EMPLOYEES



OES CODE: 410020

DESCRIPTION

First Line Supervisors and Manager/
Supervisors- Sales and Related Occupations
directly supervise and coordinate the activities of
marketing, sales, and related workers. Working
proprietors, in addition to their supervisory
duties, may perform management functions,
such as budgeting, accounting, marketing, and
personnel work.



WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	7.67	19.18	17.26
NEW HIRE EXPERIENCED	7.19	21.58	12.97
3 YEARS EXP	8.63	23.97	15.06

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Very Large (1900-2140)
Gender	Male -60% Female 40%
Projected Growth	1.8% / yr.
Rate of Growth	Slower than Average
Openings due to Grow	<i>r</i> th 34 / yr.
Openings due to Sepa	ration 1 / yr.
Turnover Rate	0.5%

WHERE THE JOBS ARE

Grocery Stores	14.4 %
Department Stores	9.9 %
Candy, Nut and Confection stores	5.1 %
(Used in many other businesses)	

SHIFTS AND HOURS

All employers (100%) offered day shifts, and many (41%) surveyed employers offered swing shifts. Only a few (12%) had graveyard shifts running. Average hours worked for full- time employees is 41 hours per week. Few (6%) First line Supervisors and Manager/ Supervisors work part-time.

UNIONIZATION

UNION FIRMS - 6%

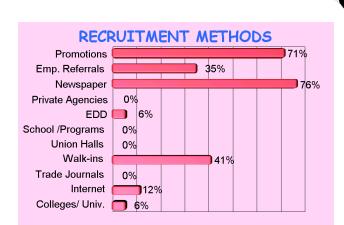
SUPPLY/DEMAND ASSESSMENT

Many employers (53%) report that employment levels over the last 12 months have grown. Many (41%) stated it remained stable. Some new hires (36%) were as a result of promotions to existing employees, while some (28%) were from new positions. Many employers (53%) expect employment levels over the next 24 months to grow.

Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* First Line Supervisors and Manager/ Supervisor candidates.

FIRST LINE SUPERVISORS AND MANAGER/ SUPERVISORS- SALES AND RELATED OCCUPATIONS

17 FIRMS - 98 EMPLOYEES



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

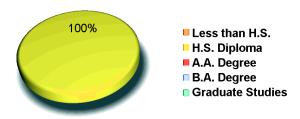
First Line Supervisors and Manager/ Supervisors - Sales and Related Occupations are not required to have any licenses or certifications. EXPERIENCE

Most employers (71%) require work experience, but many (54%) will accept experience in other occupations. Average experience required in this occupation is 25 months.

TRAINING

Most employers (76%) did not require vocational or educational training, but many (50%) would accept it in lieu of experience.

MINIMUM EDUCATION



SPECIFIC SKILLS

Good oral and written communication skills
Customer service skills
Coordinate activities between departments
Knowledge of recordkeeping procedures
Ability to apply principles of sales
Supervise and direct the work of others
Business mathematics
Marketing strategies and direct sales techniques

OES CODE: 410020

Marketing strategies and direct sales techniques
Teach successful sales practices to others
Possession of a valid drivers license

COMPUTER SKILLS

Required by 12 firms	Percent of firms
Word processing	92%
Spreadsheet	83%
Database	25%
Desktop Publishing	8%
Other Proprietary Programs	33%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (71%) promote from this position. Positions that First Line Supervisors and Manager/ Supervisors may be promoted to include Store Manager, District Manager, or Regional Manager.

LOCAL TRAINING PROVIDERS

Training Provider information.

LOCAL HIMINOTING	VIDERS	
California Career College Of Manteca	Commercial/ Industrial Management	
Cal State Univ., Stanisla	us Business Mgt.	
Chapman University	Organizational Leadership	
Merced College	Business Admin.	
Modesto Junior College	Business Mgt.	
Worldwide Educational	Bus Sales /Mgt.	
See Training Directory for more complete		

HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS

10 FIRMS - 198 EMPLOYEES



OES CODE: 859020

DESCRIPTION

Heating, Air Conditioning, and Refrigeration Mechanics and Installers install and repair heating, air conditioning, and refrigeration systems. Their duties may include installation and repair of oil burners, hot-air furnaces, heating stoves and similar equipment in homes and commercial establishments using hand and pipe threading tools. They may also install and repair cooling and central air conditioning systems. Workers who do only plumbing and pipefitting are not included.

WAGES / BENEFITS

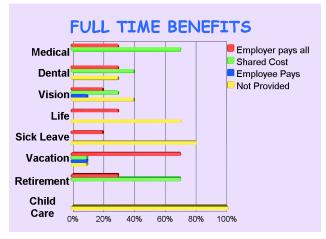
Union (3 of 10)	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.50	6.50	6.50
NEW HIRE EXPERIENCED	10.00	18.85	15.00
3 YEARS EXP WITH FIRM	20.00	27.79	21.82
Non - Union (7) Responses	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.50	11.00	7.00
NEW HIRE EXPERIENCED	8.00	16.00	10.00
3 YEARS EXP WITH FIRM	10.00	20.00	16.00

SHIFTS AND HOURS

All employers (100%) offered day shifts, and some (20%) surveyed employers had on-call shifts. Average hours worked for full-time employees is 38 hours per week. No Heating, Air Conditioning and Refrigeration Mechanics and Installers in our response group worked part-time.

UNIONIZATION

UNION FIRMS - 30%



EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Medium (210-250)
Gender	Male -96% Female 4%
Projected Growth	2.7% / yr.
Rate of Growth	Faster than Average
Openings due to Growth	n 6 / yr.
Openings due to Separa	ation 6 / yr.
Turnover Rate	8%

WHERE THE JOBS ARE

Miscellaneous Repair Shops	28.5	%
Plumbing, Heating and AC Repair Shops	25.5	%
Electrical Repair Shops	10.8	%
Elementary/Secondary Schools	8.8	%

SUPPLY/DEMAND ASSESSMENT

Most employers (70%) report that employment levels over the last 12 months have grown. Some (30%) stated it remained stable. Some new hires (36%) were as a result of promotions to existing employees, while some (36%) were from new positions. Many employers (40%) expect employment levels over the next 24 months to grow.

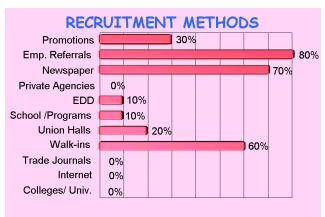
Employers report that it is moderately difficult to find *fully experienced and qualified* Heating, AC, and Refrigeration Mechanics, and very difficult to find employable *inexperienced* applicants.

HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS

10 FIRMS - 198 EMPLOYEES



OES CODE: 859020



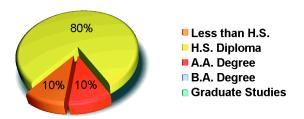
EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no certifications required for Heating, Air Conditioning and Refrigeration Mechanics and Installers, however, the employer must be a current licensed contractor. EXPERIENCE

Most employers (60%) required experience in this occupation, and most (70%) would not accept experience in other occupations. An average 21 months of experience required. TRAINING

Most employers (70%) stated they would accept training in lieu of experience. Some employers (30%) required vocational or educational training, but many (50%) preferred, but did not require any vocational or educational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Good oral communication skills
Customer service skills
Able to use hand and power tools
Knowledge of Heating, AC and Refrigeration
Ability to troubleshoot and diagnose problems
Read blueprints and circuit designs
Shop mathematics knowledge
Soldering, welding and sheet metal abilities
Possession of a valid drivers license
Knowledge of safe work practices/ safety gear

COMPUTER SKILLS

Required by 5 firms	Percent of firms
Word processing	60%
Spreadsheet	40%
Database	40%
Desktop Publishing	0%
Other Proprietary Programs	60%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Almost all employers (90%) promote from this position. Positions that Heating, Air Conditioning and Refrigeration Mechanics and Installers may be promoted to include Foreman, Supervisor, and Service Manager.

LOCAL TRAINING PROVIDERS

Impact Education HVAC\R Service Technician

See Training Directory for more complete Training Provider information.

25

INDUSTRIAL PRODUCTION MANAGERS

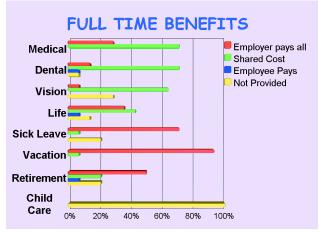
14 FIRMS - 103 EMPLOYEES



OES CODE: 150140

DESCRIPTION

Industrial Production Managers plan, organize, direct, control or coordinate the operational (line) activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.



WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	9.00	16.78	12.89
NEW HIRE EXPERIENCED	10.50	25.00	15.80
3 YEARS EXP WITH FIRM	12.00	32.60	20.86

EMPLOYMENT TRENDS OCCUPATION FORECAST

WHERE THE JOBS ARE

Preserved Fruits/ Vegetable Firms

Misc. Plastic Product Manufacturers

Glass and Glassware Makers

Size of Occupation	Medium (330-370)
Gender	Male -88% Female 12%
Projected Growth	1.7% / yr.
Rate of Growth	Slower than Average
Openings due to Grow	<i>r</i> th 6 / yr.
Openings due to Sepa	ration 7 / yr.
Turnover Rate	7%

SHIFTS AND HOURS

All employers (100%) offered day shifts, and many (57%) surveyed employers had swing shifts, while some (29%) ran graveyard shifts. Average hours worked for full- time employees is 43 hours per week. No Industrial Production Managers in our response group worked part-time.

SUPPLY/DEMAND ASSESSMENT

Sugar and Confectionery Product Firms 12.8 %

Most employers (79%) report that employment levels over the last 12 months have remained stable. Few (14%) stated it grew. Most new hires (60%) were as a result of promotions to existing employees, while some (30%) were from new positions. Almost all employers (86%) expect employment levels over the next 24 months to remain stable.

Employers report that it is very difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants for Industrial Production Manager positions.

UNIONIZATION

UNION FIRMS - 0%

13.6 %

12.0 %

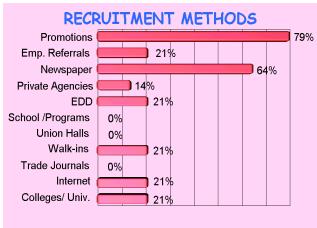
11.7 %

INDUSTRIAL PRODUCTION MANAGERS

14 FIRMS - 103 EMPLOYEES



OES CODE: 150140



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

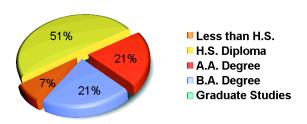
No special licenses or certifications are necessary to be an Industrial Production Manager. EXPERIENCE

Most employers (71%) require experience in this occupation, but only some (38%) will not accept experience in other occupations. The average experience required by employers is 35 months.

TRAINING

Many employers (54%) would not accept training in lieu of experience, and most (64%) do not require technical or vocational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Good oral and written communication skills
Problem solving and analytical abilities
Knowledge of production processes
Ability to plan, organize and supervise work
Mechanical aptitude
Statistics and mathematics knowledge
Management of a multicultural workforce
Interpret data and develop production plans
Know industrial laws and regulations
Knowledge of safe work practices/ safety gear

COMPUTER SKILLS

Required by 11 firms	Percent of firms
Word processing	73%
Spreadsheet	73%
Database	18%
Desktop Publishing	9%
Other Proprietary Programs	45%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (79%) promote from this position. Positions that Industrial Production Managers may be promoted to include Section Manager, General Manager, or Director of Operations.

LOCAL TRAINING PROVIDERS

California Career College Of Manteca	Commercial/ Industrial Management
Cal State Univ., Stanisla	us Business Mgt.
Chapman University	Organizational Leadership
Merced College	Business Admin.
Modesto Junior College	Business Mgt.

See Training Directory for more complete Training Provider information.

MAINTENANCE REPAIRERS, GENERAL UTILITY

11 FIRMS - 85 EMPLOYEES



OES CODE: 851320

DESCRIPTION

Maintenance Repairers, General Utility perform work involving two or more maintenance skills to keep the machines, mechanical equipment, and/ or structure of an establishment in repair. This occupation is generally found in small establishments, where specialization in maintenance work is impractical. Their duties may involve pipefitting, boilermaking, insulating, welding, machining, machine and equipment repair, carpentry, and electrical work, as well as planning and layout of work related to repairs; repairing electrical and/or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors or stairs.

WAGES / BENEFITS

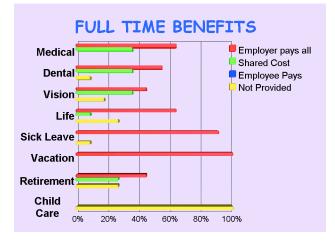
Union (4 of 11)	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	12.42	12.42	12.42
NEW HIRE EXPERIENCED	14.09	18.00	15.34
3 YEARS EXP WITH FIRM	13.27	20.00	16.61
Non - Union (7) Responses	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	9.00	9.00	9.00
NEW HIRE EXPERIENCED	8.22	16.00	11.00
3 YEARS EXP WITH FIRM	12.00	22.00	13.00

SHIFTS AND HOURS

Almost all employers (91%) offered day shifts, some (27%) had swing shifts, while a few (18%) ran graveyard shifts. Average hours worked for full-time employees is 40 hours per week. Few (1%) Maintenance Repairers worked part-time.

UNIONIZATION

UNION FIRMS - 36%



EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Very Large (980-1160)
Gender	Male -100% Female 0%
Projected Growth	2.6% / yr.
Rate of Growth	Faster than Average
Openings due to Grow	th 26 / yr.
Openings due to Sepa	ration 21 / yr.
Turnover Rate	13%

WHERE THE JOBS ARE

Local Government	15.6 %
Real Estate Agents and Managers	8.0 %
Religious Organizations	6.4 %
Misc. Plastics Manufacturers	6.3 %

SUPPLY/DEMAND ASSESSMENT

Most employers (64%) report that employment levels over the last 12 months have remained stable. Some (36%) stated it grew. Many new hires (56%) were as a result of employees leaving, while some (31%) were from new positions. Almost all employers (82%) expect employment levels over the next 24 months to remain stable.

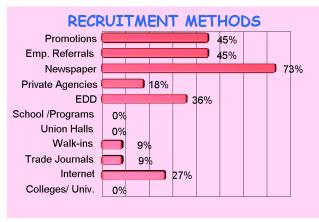
Employers report that it is moderately difficult to find both *fully experienced and qualified*, and employable *inexperienced* Maintenance Repairer applicants.

MAINTENANCE REPAIRERS, GENERAL UTILITY

11 FIRMS - 85 EMPLOYEES



OES CODE: 851320



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no license or certification requirements for Maintenance Repairers, General Utility.

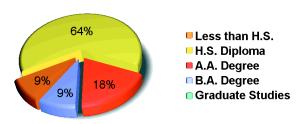
EXPERIENCE

Almost all employers (82%) require work experience, and of those requiring experience, almost all (80%) will not accept experience in other occupations. Employers require an average of 24 months experience.

TRAINING

Many firms (40%) will accept training in lieu of experience, but most (73%) do not require technical or vocational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Able to read and follow blueprints
Problem solving and analytical abilities
Knowledge of equipment and mechanics
Ability to troubleshoot mechanical malfunctions
Plumbing, electrical, and carpentry knowledge
Equipment placement and maintenance
Knowledge of painting practices
Operation of hand and power tools
Know industrial laws and regulations
Knowledge of safe work practices/ safety gear

COMPUTER SKILLS

Required by 3 firms	Percent of firms
Word processing	67%
Spreadsheet	0%
Database	33%
Desktop Publishing	0%
Other Proprietary Programs	0%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Almost all employers (82%) promote from this position. Positions that Maintenance Repairers, General Utility may be promoted to include Supervisor and Maintenance Manager.

LOCAL TRAINING PROVIDERS

Center for Employment Training	Building Maintenance
Modesto Junior College-	Maintenance
Workforce Training Center	Machinist

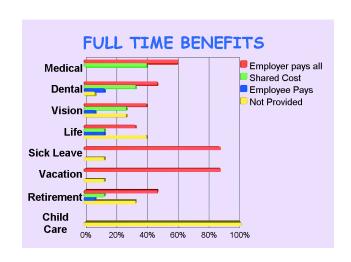
See Training Directory for more complete Training Provider information.

MEDICAL RECORDS TECHNICIAN

15 FIRMS - 65 EMPLOYEES

DESCRIPTION

Medical Records Technicians compile and maintain medical records of hospital and clinical patients.



OES CODE: 329110

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.00	8.00	7.00
NEW HIRE EXPERIENCED	7.00	8.50	7.75
3 YEARS EXP WITH FIRM	8.00	10.00	9.00

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Sm	all (140-180)
Gender	Male -2%	Female 98%
Projected Growth		4% / yr.
Rate of Growth	Much Faster	than Average
Openings due to Gro	wth	6 / yr.
Openings due to Sep	aration	3 / yr.
Turnover Rate		23%

WHERE THE JOBS ARE

Hospitals	73.7 %
Nursing and Personal Care Facilities	14.0 %

SHIFTS AND HOURS

All employers (100%) offered only day shifts. Average hours worked for full- time employees is 40 hours per week. Some (21%) Medical Records Technicians work part-time.

UNIONIZATION

UNION FIRMS - 0%

SUPPLY/DEMAND ASSESSMENT

Almost all employers (87%) report that employment levels over the last 12 months have remained stable. Almost all new hires (82%) were a result of employees leaving, while few (6%) were from new positions. Almost all employers (80%) expect employment levels over the next 24 months to remain stable, while some (20%) expect growth.

Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants for Medical Records Technician positions.

MEDICAL RECORDS TECHNICIAN

15 FIRMS - 65 EMPLOYEES



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

No licenses or certifications are necessary to become a Medical Records Technician.

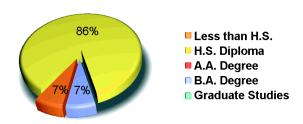
EXPERIENCE

Many employers (53%) prefer but do not require experience in this occupation. Most (73%) will accept experience in other occupations. When experience is required by employers, the average requirement is 9 months.

TRAINING

Almost all employers (91%) who require experience will accept training in lieu of experience, but most employers (67%) do not require technical or vocational training for this position.

MINIMUM EDUCATION



SPECIFIC SKILLS

Able to read and write effectively
Good information gathering skills
Knowledge of clerical filing principles
Ability to organize and codify information
Good problem identification skills
Industry specific software usage
Knowledge of medical terminology
Able to monitor files for consistency of records
Know laws and regulations about recordkeeping
Knowledge of safe work practices/ safety gear

OES CODE: 329110

COMPUTER SKILLS

Required by 15 firms	Percent of firms
Word processing	80%
Spreadsheet	67%
Database	13%
Desktop Publishing	0%
Other Proprietary Programs	40%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Almost all employers (93%) promote from this position. Positions that Medical Records Technicians may be promoted to include Receptionist, Referrals Specialist, and Office Manager.

LOCAL TRAINING PROVIDERS

Andon College Medical Office Specialist

Computer Career Training Computerized

Medical Front Office

Computer Tutor Administrative Medical Clerk

First Career Academy Medical Office

Humphreys College Medical Office Clerk

Pacific Technical Institute Medical Secretary

See Training Directory for more complete Training Provider information.

METAL FABRICATORS, STRUCTURAL METAL PRODUCTS

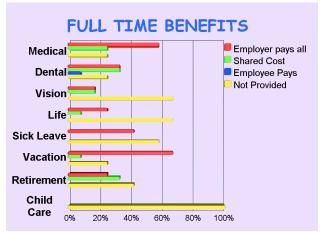
12 FIRMS - 308 EMPLOYEES



OES CODE: 917140

DESCRIPTION

Metal Fabricators, Structural Metal Products fabricate and assemble structural metal products, such as frameworks or shells for machinery, ovens, tanks, stacks, and metal parts for buildings and bridges according to job orders or blueprints.



WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	7.00	9.00	7.00
NEW HIRE EXPERIENCED	8.00	14.50	10.00
3 YEARS EXP WITH FIRM	10.50	19.00	13.91

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	S	mall (60-70)
Gender	Male -97%	Female 3%
Projected Growth		2.4% / yr.
Rate of Growth		Average
Openings due to Growth	า	1 / yr.
Openings due to Separa	ation	1 / yr.
Turnover Rate		18%

WHERE THE JOBS ARE

Fabricated Structural Metal Firms	55.2 %
Special Trade Contractors	32.8 %

SHIFTS AND HOURS

Almost all employers (92%) offered day shifts, while a few (17%) offered swing shifts, and a few (17%) ran graveyard shifts. Average hours worked for full- time employees is 40 hours per week. No employers reported working Metal Fabricators part-time.

UNIONIZATION

UNION FIRMS - 17%

SUPPLY/DEMAND ASSESSMENT

Many employers (58%) report that employment levels over the last 12 months have remained stable, but almost as many (42%) reported growth. Many new hires (59%) were as a result of employees leaving, while some (30%) were from new positions. Many employers (58%) expect employment levels over the next 24 months to remain stable, while some (33%) expect growth.

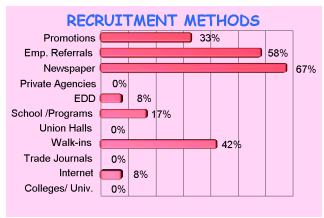
Employers report that it is very difficult to find both *fully experienced and qualified* Metal Fabricators, and employable *inexperienced* applicants.

METAL FABRICATORS, STRUCTURAL METAL PRODUCTS

12 FIRMS - 308 EMPLOYEES



OES CODE: 917140



SPECIFIC SKILLS

Understand production and structural design
Able to lift at least 50 lbs.
Ability to read and follow blueprints
Mechanical aptitude
Proper use of hand and power tools
Knowledge of construction principles
Welding and soldering techniques
Knowledge of design techniques and principles
Knowledge of safe work practices/ safety gear

EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Many employers require welding certification prior to employment as a Metal Fabricator, Structural Metal Products.

EXPERIENCE

Most employers (75%) require experience in this occupation, and almost all (89%) of those employers requiring experience will not accept experience in other occupations. The average experience required by employers is 20 months. TRAINING

Most employers (73%) will not accept training in lieu of experience, but only some (25%) required technical or vocational training.

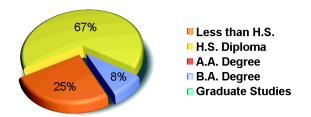
COMPUTER SKILLS

No computer skills were identified as required by employers in this occupation.

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Many employers (58%) promote from this position. Positions that Metal Fabricators, Structural Metal Products may be promoted to include Leadman, Shop Foreman and Project Manager.

MINIMUM EDUCATION



LOCAL TRAINING PROVIDERS

Cal Trade Welding School MIG / TIG Speciality Welding

Central Valley Opportunity Center Welding

Modesto City Schools Construction Technology

Modesto Junior College- Welding Workforce Training Center

See Training Directory for more complete Training Provider information.

Stanislaus County 2000 33

PACKAGING AND FILLING MACHINE OPERATORS AND TENDERS

10 FIRMS - 248 EMPLOYEES



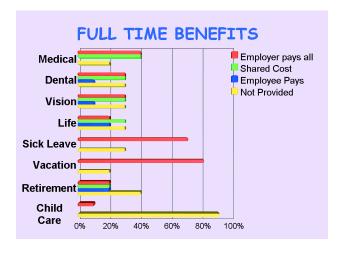
OES CODE: 929740

DESCRIPTION

Packaging and Filling Machine Operators and Tenders operate or tend machines such as filling machines, casing running machines, ham rolling machines, preservative filling machines, bailing machines, wrapping machines, and stuffing machines to prepare commercial or consumer product, such as gas cylinders, meat and other food products, insulation, ammunition, stuffed toys and athletic equipment, and upholstered pads as end products or for storage and shipment.

WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.35	7.00	7.00
NEW HIRE EXPERIENCED	6.35	12.30	7.58
3 YEARS EXP WITH FIRM	8.00	15.50	9.50



EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Very Large (1750-1940)
Gender	Male -55% Female 45%
Projected Growth	1.5% / yr.
Rate of Growth	Slower than Average
Openings due to Grow	rth 27 / yr.
Openings due to Sepa	ration 34 / yr.
Turnover Rate	41%

WHERE THE JOBS ARE

Preserved Fruit/ Vegetable Firms	59.3 %
Misc. Food and Kindred Products Firms	12.9 %
Glass and Glassware Manufacturing	9.7 %

SHIFTS AND HOURS

Almost all employers (80%) offered day shifts, while many (50%) offered swing shifts, and most (60%) ran graveyard shifts. Average hours worked for full- time employees is 41 hours per week. No employers reported working Packaging and Filling Machine Operators and Tenders part-time.

UNIONIZATION

UNION FIRMS - 20%

SUPPLY/DEMAND ASSESSMENT

Almost all employers (80%) report that employment levels over the last 12 months have remained stable, but few (10%) reported growth. Most new hires (61%) were as a result of employees leaving, while some (20%) were for temporary positions. All employers (100%) expect employment levels over the next 24 months to remain stable.

Employers report that it is very difficult to find fully experienced and qualified Packaging and Filling Machine Operators, and moderately difficult to find employable inexperienced applicants.

PACKAGING AND FILLING MACHINE OPERATORS AND TENDERS

10 FIRMS - 248 EMPLOYEES



OES CODE: 929740



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no certifications or licenses required to become a Packaging and Filling Machine Operator and Tender.

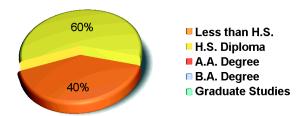
EXPERIENCE

Many (40%) employers do not require experience, although some (30%) prefer it. Of those employers who require of prefer experience, almost all (83%) would not accept experience in other occupations. The average experience when required was 16 months.

TRAINING

Most employers (67%) requiring experience would accept training in lieu of experience, but almost all (90%) stated that technical or vocational training was not required.

MINIMUM EDUCATION



SPECIFIC SKILLS

Able to do routine, repetitive work
Able to lift at least 50 lbs.
Ability to read and follow directions
Good manual dexterity and vision
Mechanical aptitude
Proper use of hand and power tools
Able to stand continuously
Knowledge of inputs/ outputs/ waste reduction
Knowledge of safe work practices/ safety gear

COMPUTER SKILLS

Required by 3 firms	Percent of firms
Word processing	0%
Spreadsheet	33%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	67%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Almost all employers (80%) promote from this position. Positions that Packaging and Filling Machine Operators and Tenders may be promoted to include Quality Control Technician, and Production Supervisor.

LOCAL TRAINING PROVIDERS

THERE ARE CURRENTLY NO KNOWN LOCAL TRAINING PROVIDERS FOR THIS OCCUPATION.

PAINTERS AND PAPERHANGERS, CONSTRUCTION AND MAINTENANCE

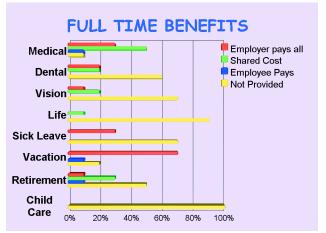
10 FIRMS - 120 EMPLOYEES



OES CODE: 874020

DESCRIPTION

Painters and Paperhangers (Construction and Maintenance) paint walls, equipment, buildings, bridges, and other structural surfaces using brushes, rollers and sprayguns. They may mix colors or oils to obtain desired color or consistency. Paperhangers cover interior walls and ceilings of rooms with decorative wallpaper or fabric.



WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.00	8.00	8.00
NEW HIRE EXPERIENCED	8.00	16.29	10.50
3 YEARS EXP	10.00	20.00	14.50

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Medium (310-350)
Gender	Male -98% Female 2%
Projected Growth	1.8% / yr.
Rate of Growth	Slower than Average
Openings due to Grow	th 6 / yr.
Openings due to Sepa	ration 7 / yr.
Turnover Rate	48%

WHERE THE JOBS ARE

Painting and Paper Hanging Firms	65.5 %
Elementary and Secondary Schools	5.7 %
Miscellaneous Repair Shops	5.4 %

SHIFTS AND HOURS

All employers (100%) offered day shifts, while few (10%) offered swing shifts and few (10%) ran graveyard shifts. Average hours worked for full-time employees is 40 hours per week. Few positions (3%) reported were part-time.

SUPPLY/DEMAND ASSESSMENT

Most employers (70%) report that employment levels over the last 12 months have grown. Most new hires (67%) were as a result of employees leaving, while some (23%) were for new positions. Many employers (50%) expect employment levels over the next 24 months to grow, while almost as many (40%) expect it to remain stable.

Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants for Painters and Paperhangers positions.

UNIONIZATION

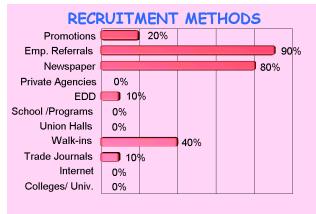
UNION FIRMS - 10%

PAINTERS AND PAPERHANGERS, CONSTRUCTION AND MAINTENANCE

10 FIRMS - 120 EMPLOYEES



OES CODE: 874020



SPECIFIC SKILLS

Able to mix and color match paints/ patterns Able to lift at least 30 lbs.

Ability to read and follow directions

Read a measuring tape and do basic math

Good manual dexterity and vision Mechanical aptitude

Proper use of hand and power tools/ sprayers

Able to stand continuously

Knowledge of safe work practices/ safety gear Knowledge of environmental hazard regulations

EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

No licenses or certifications are necessary to become a Painter, Paperhanger - Construction and Maintenance.

EXPERIENCE

Many employers (50%) prefer, but do not require work experience. Many (40%) require work experience, and (56%) will not accept other occupational experience. The average experience required is 25 months.

TRAINING

Many (44%) employers will accept training in lieu of experience, but only some (20%) require technical or vocational training.

COMPUTER SKILLS

Required by 2 firms	Percent of firms
Word processing	50%
Spreadsheet	50%
Database	0%
Desktop Publishing	50%
Other Proprietary Programs	50%

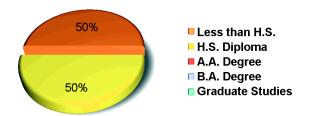
OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (60%) promote from this position. Positions that Painters, Paperhangers, Construction and Maintenance may be promoted to include Journeyman, Leadman and Job Supervisor.

LOCAL TRAINING PROVIDERS

THERE ARE CURRENTLY NO KNOWN LOCAL TRAINING PROVIDERS FOR THIS OCCUPATION.

MINIMUM EDUCATION



See Training Directory for more complete Training Provider information.

PLUMBERS, PIPEFITTERS AND STEAMFITTERS

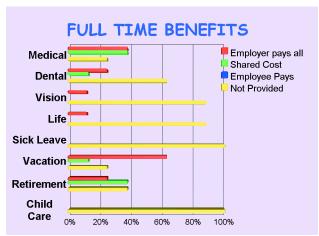
8 FIRMS - 228 EMPLOYEES



OES CODE: 875020

DESCRIPTION

Plumbers, Pipefitters, and Steamfitters assemble, install, alter, and repair pipe systems (metal, plastic, ceramic, composition, etc.) that carry water, steam, air, or other liquids or gasses. Plumbers who primarily install and repair heating, air conditioning, and refrigeration systems are not included.



WAGES / BENEFITS

Union (3 of 8)	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	7.00	7.00	7.00
NEW HIRE EXPERIENCED	8.00	15.00	12.46
3 YEARS EXP WITH FIRM	10.00	20.00	12.46
Non - Union (5) Responses	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.50	6.50	6.50
NEW HIRE EXPERIENCED	8.00	14.00	10.00

SHIFTS AND HOURS

All employers (100%) offered day shifts only. Average hours worked for full- time employees is 40 hours per week. No employers reported working plumbers part-time, although a few (9%) were seasonal.

UNIONIZATION

UNION FIRMS - 38%

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Medium (380-400)
Gender	Male -100% Female 0%
Projected Growth	0.8% / yr.
Rate of Growth	Slower than Average
Openings due to Grow	th 3 / yr.
Openings due to Sepa	ration 9 / yr.
Turnover Rate	7.8%

WHERE THE JOBS ARE

Plumbing, Heating and AC Firms 75.2 %

SUPPLY/DEMAND ASSESSMENT

Most employers (63%) report that employment levels over the last 12 months have grown. Many new hires (42%) were as a result of new positions, while some (35%) were the result of employees leaving. Some employers (38%) expect employment levels over the next 24 months to grow, but most (63%) expect it to remain stable.

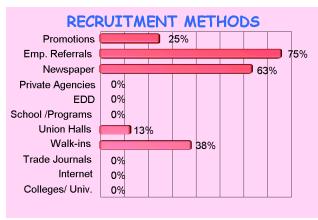
Employers report that it is very difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants for Plumbers, Pipefitters and Steamfitters positions.

PLUMBERS, PIPEFITTERS AND STEAMFITTERS

8 FIRMS - 228 EMPLOYEES



OES CODE: 875020



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no licenses or certifications required to be a Plumber, Pipefitter, or Steamfitter. EXPERIENCE

Most employers (75%) state work experience is required, but most (63%) will also accept other occupational experiences. Average experience required was 19 months.

TRAINING

Most employers (75%) will accept training in lieu of experience, but most employers (75%) do not require technical or vocational training.

SPECIFIC SKILLS

Knowledge of shop mathematics
Able to read blueprints/ sketches
Able to work in confined spaces
Able to lift 50 lbs continuously
Good manual dexterity
Proper use of hand and power tools
Knowledge of current building codes
Proper soldering, welding and pipefitting skills
Completion of apprenticeship training
Knowledge of safe work practices/ safety gear

COMPUTER SKILLS

Required by 1 firms	Percent of firms
Word processing	100%
Spreadsheet	100%
Database	100%
Desktop Publishing	0%
Other Proprietary Programs	0%

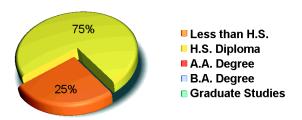
OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Almost all employers (88%) promote from this position. Positions that Plumbers, Pipefitters and Steamfitters may be promoted to include Journeyman, Leadman and Superintendent.

LOCAL TRAINING PROVIDERS

Center for Employment	Building
Training	Maintenance

MINIMUM EDUCATION



See Training Directory for more complete Training Provider information.

Stanislaus County 2000 39

POLICE PATROL OFFICERS

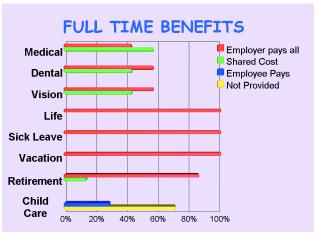
7 FIRMS - 299 EMPLOYEES



OES CODE: 630140

DESCRIPTION

Police Patrol Officers maintain order, enforce laws and ordinances, and protect life and property in an assigned patrol district or beat by performing a combination of duties such as patrolling a specific area on foot or in a vehicle; directing traffic; issuing traffic summonses; investigating accidents; apprehending, arresting, and processing prisoners; and giving evidence in court.



WAGES / BENEFITS

Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	11.33	19.88	16.61
NEW HIRE EXPERIENCED	12.83	19.88	16.61
3 YEARS EXP WITH FIRM	14.36	24.16	20.14

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Very Large (1110-1330)
Gender	Male -95% Female 5%
Projected Growth	2.8% / yr.
Rate of Growth	Faster than Average
Openings due to Growth	n 31 / yr.
Openings due to Separa	ation 41 / yr.
Turnover Rate	13%

WHERE THE JOBS ARE

Local Government 95.3 %

SHIFTS AND HOURS

Almost all employers (86%) offered day shifts, swing shifts, and graveyard shifts. Some (29%) reported running 12 hour shifts. Average hours worked for full- time employees is 40 hours per week. No employers reported working police patrol officers part-time.

UNIONIZATION

UNION FIRMS - 100%

SUPPLY/DEMAND ASSESSMENT

Many employers (57%) report that employment levels over the last 12 months have remained stable, but almost as many (43%) experienced growth. Many new hires (51%) were as a result of employees leaving, while some (30%) were the result of promotions. Almost all employers (86%) expect employment levels over the next 24 months to grow.

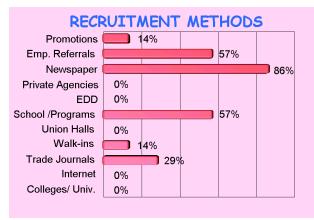
Employers did not report on *fully experienced* and *qualified* Police Patrol Officers, but it was very difficult to find employable *inexperienced* applicants.

POLICE PATROL OFFICERS

7 FIRMS - 299 EMPLOYEES



OES CODE: 630140



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Police Patrol Officers must pass rigorous and in-depth background investigations, and many Police Departments require graduation from a Peace Officer Standards and Training (P.O.S.T.) Academy.

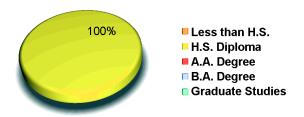
EXPERIENCE

Most employers (71%) prefer work experience, but do not require it. Almost all employers (80%) who prefer experience will accept experience in other occupations. Average work experience preferred is 10 months.

TRAINING

Almost all employers (80%) will accept training in lieu of experience, and many (57%) require technical or vocational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Legible and effective writing
Good verbal presentation skills
Able to handle crisis situations
Analytical abilities
Able to administer emergency first aid
Able to read/ comprehend information quickly
Knowledge of weaponry, security, public safety
Pass a pre-employment physical/ drug screen
Possession of a firearms qualification card
Excellent oral communication skills

COMPUTER SKILLS

Required by 3 firms	Percent of firms
Word processing	75%
Spreadsheet	0%
Database	25%
Desktop Publishing	0%
Other Proprietary Programs	75%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

All employers (100%) promote from this position. Positions that Police Patrol Officers may be promoted to include Corporal, Sergeant and Captain.

LOCAL TRAINING PROVIDERS

Cal State Univ., Stanislaus	Criminal Justice
Modesto Junior College	Criminal Justice POST Academy

See Training Directory for more complete Training Provider information.

Stanislaus County 2000 41

REGISTERED NURSES

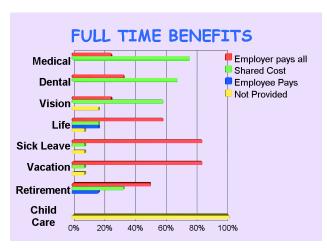
12 FIRMS - 153 EMPLOYEES



OES CODE: 325020

DESCRIPTION

Registered Nurses administer nursing care to ill or injured persons. This group includes licensed or registered administrative, public health, industrial, private duty and surgical nurses. Nursing Instructors and Teachers are not included.



WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	15.34	23.00	20.00
NEW HIRE EXPERIENCED	16.30	23.00	20.66
3 YEARS EXP	16.00	29.25	23.00

EMPLOYMENT TRENDS

OCCUPATION FORE	<u>:CAST</u>
Size of Occupation	Very
Condor	Malo

/ Large (2180-2510) Male -12% Female 88% Gender **Projected Growth** 2.1% / yr. Rate of Growth Average Openings due to Growth 47 / yr. Openings due to Separation 30 / yr. **Turnover Rate** 19%

WHERE THE JOBS ARE

Hospitals 76.2 %

SHIFTS AND HOURS

All employers (100%) offered day shifts, many (58%) had swing shifts, and (50%) ran graveyard shifts. Average hours worked for full-time employees is 39 hours per week. Some (29%) Registered Nurse positions were reported as working part-time.

UNIONIZATION

UNION FIRMS - 16%

SUPPLY/DEMAND ASSESSMENT

Many employers (50%) report that employment levels over the last 12 months have grown. Some new hires (32%) were as a result of new positions, while many (45%) were the result of employees leaving. Most employers (60%) expect employment levels over the next 24 months to grow, but many (40%) expect it to remain stable.

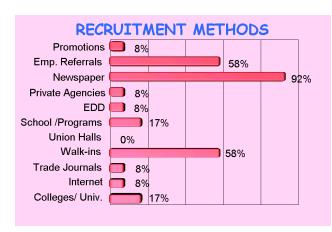
Employers report that it is moderately difficult to find fully experienced and qualified Registered Nurses, and very difficult to find employable inexperienced applicants.

REGISTERED NURSES

12 FIRMS - 153 EMPLOYEES



OES CODE: 325020



SPECIFIC SKILLS

Legible handwriting- good English and grammar Record keeping skills
Able to handle crisis situations
Work in continually changing environments
Able to supervise others and delegate work
Able to read an follow concise instructions
Knowledge of operating room technology
Knowledge of medical terminology

Provision of personal services to patients

EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Nurses must complete a professional nursing program in an approved school of nursing, and pass the Board of Registered Nursing examination in order to become registered.

EXPERIENCE

Many employers (42%) require work experience, but just as many (42%) prefer but do not require experience. Of those employers who require or prefer experience, most (78%) will not accept experience in other occupations. Average experience required by employers is 13 months.

TRAINING

Most employers (60%) will not accept training in lieu of experience, and most (75%) require technical or vocational training.

COMPUTER SKILLS

CPR and IV skills

Required by 7 firms	Percent of firms
Word processing	86%
Spreadsheet	71%
Database	14%
Desktop Publishing	0%
Other Proprietary Programs	57%

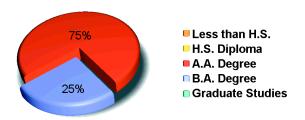
OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (67%) promote from this position. Positions that Registered Nurses may be promoted to include Charge Nurse, Nursing Manager, and Director of Nursing.

LOCAL TRAINING PROVIDERS

Cal State Univ., Stanislaus Nursing

MINIMUM EDUCATION



OTHER TRAINING PROVIDERS OFFER PRE-NURSING, LIC. VOCATIONAL NURSING AND CERT. NURSING ASSISTANT COURSES

See Training Directory for more complete Training Provider information.

Stanislaus County 2000 43

SHEET METAL WORKERS

10 FIRMS - 184 EMPLOYEES



OES CODE: 891320

DESCRIPTION

Sheet Metal Workers fabricate, assemble, install and repair sheet metal products and equipment such as control boxes, drainpipes, and furnace casings. Their work may involve setting up and operating fabrication machines to cut, bend, and straighten sheet metal; shaping metal over anvils, blocks or forms using a hammer; operating soldering and welding equipment to join sheet metal parts; and inspecting, assembling, and smoothing burrs from seams and joints.

WAGES / BENEFITS

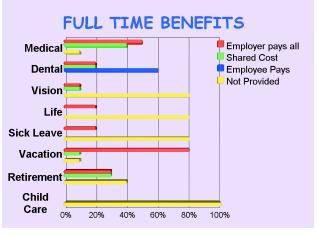
Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	7.00	11.87	8.75
NEW HIRE EXPERIENCED	7.50	15.00	10.18
3 YEARS EXP WITH FIRM	9.00	18.55	13.08

SHIFTS AND HOURS

All employers (100%) offered day shifts, some (20%) had swing shifts, and some (20%) ran graveyard shifts. Average hours worked for full-time employees is 41 hours per week. No positions were reported as working part-time.

UNIONIZATION

UNION FIRMS - 20%



EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Medium (240-250)
Gender	Male -100% Female 0%
Projected Growth	0.60% / yr.
Rate of Growth	Slower than Average
Openings due to Grow	th 1 / yr.
Openings due to Sepa	ration 6 / yr.
Turnover Rate	22%

WHERE THE JOBS ARE

Plumbing, Heating and AC Firms	48.8 %
Special Trades Contractors	13.0 %
Roofing, Siding, and Sheet Metal Shops	10.6 %
Farm and Garden Machinery Firms	10.2 %

SUPPLY/DEMAND ASSESSMENT

Many employers (50%) report that employment levels over the last 12 months have grown, however, a few (10%) reported declines. Many new hires (47%) were as a result of new positions, while some (36%) were the result of employees leaving. Most employers (60%) expect employment levels over the next 24 months to remain stable, but many (40%) expect it to grow.

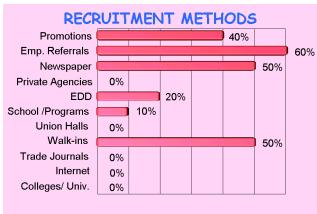
Employers report that it is moderately difficult to find *fully experienced and qualified* Sheet Metal Workers, and not difficult to find employable *inexperienced* applicants.

SHEET METAL WORKERS

10 FIRMS - 184 EMPLOYEES



OES CODE: 891320



SPECIFIC SKILLS

Knowledge of shop mathematics
Good hand-eye coordination
Able to read and interpret blueprints /sketches
Knowledge of safe work habits and safety gear
Ability to use hand and power tools
Knowledge of layout and machining techniques
Proper use of scribers, dividers and squares
Able to read a ruler
Use of calipers, micrometers, and scales

Use of calipers, micrometers, and scales Knowledge of properties of different metals Use of shears/ breaks/ presses/ forming rolls

EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no certifications or licenses required to be a Sheet Metal Worker, however, some employers may require completion of an apprenticeship program.

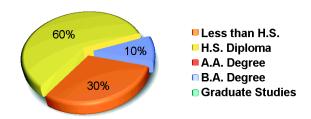
EXPERIENCE

Many employers (50%) require work experience, however some (20%) prefer but don't require experience. Of those employers who require or prefer experience, many (43%) will accept experience in other related occupations. The average experience required by employers for Sheet Metal Workers is 11 months.

TRAINING

Most employers (71%) will accept training in lieu of experience, but only some (30%) require technical or vocational training.

MINIMUM EDUCATION



COMPUTER SKILLS

No computer skills were identified as required by employers in this occupation.

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Almost all employers (90%) promote from this position. Positions that Sheet Metal Workers may be promoted to include Leadman, Foreman, and Project Manager.

LOCAL TRAINING PROVIDERS

Modesto City Schools Sheet Metal Fabricator

Modesto Area Sheet Metal Apprentice
JAC Sheet Metal Worker

Modesto Junior College/ Sheet Metal Workforce Training Ctr. Fabricator

SCOE Yosemite ROP Sheet Metal Fabricator

See Training Directory for more complete Training Provider information.

Stanislaus County 2000 45

SOCIAL WORKERS EXCEPT MEDICAL AND PSYCHIATRIC

9 FIRMS - 278 EMPLOYEES

OES CODE: 273050

DESCRIPTION

Social Workers (except Medical and Psychiatric) counsel and aid individuals and families requiring social service assistance. Community Service Organization Social Workers who plan, organize and work with community groups to solve problems are included, but workers who are primarily medical, psychiatric, or chemical dependency Social Workers are not.

WAGES / BENEFITS

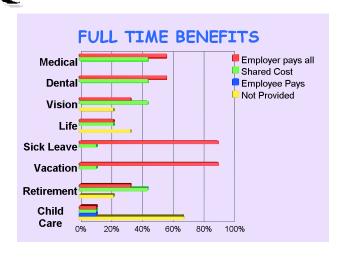
Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	12.00	17.98	16.81
NEW HIRE EXPERIENCED	10.00	20.10	17.50
3 YEARS EXP WITH FIRM	12.47	23.01	17.95

SHIFTS AND HOURS

All employers (100%) offered day shifts, while a few (11%) had rotating on-call shifts. Average hours worked for full- time employees is 40 hours per week. Few positions (12%) were reported as working part-time.

UNIONIZATION

UNION FIRMS - 11%



EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Sı	mall (180-230)
Gender	Male -28%	Female -72%
Projected Growth		3.9% / yr.
Rate of Growth	Faster	than Average
Openings due to Grow	/th	7 / yr.
Openings due to Sepa	ıration	3 / yr.
Turnover Rate		21%

WHERE THE JOBS ARE

Residential Care Facilities	32.9	%
Hospitals	24.9	%
Individual and Family Svc. Organizations	10.7	%
Nursing and Personal Care Facilities	10.2	%

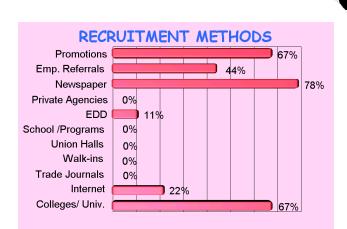
SUPPLY/DEMAND ASSESSMENT

Most employers (78%) report that employment levels over the last 12 months have grown. Most new hires (63%) were as a result of employees leaving, while some (19%) were the result of new positions. Almost all employers (89%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants for Social Worker positions.

SOCIAL WORKERS EXCEPT MEDICAL AND PSYCHIATRIC

9 FIRMS - 278 EMPLOYEES



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Only Clinical Social Workers are required to be licensed by the State Board of Behavioral Sciences.

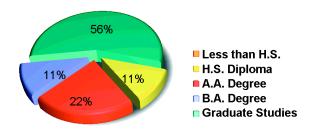
EXPERIENCE

Many employers (44%) prefer but do not require experience, and some (22%) do not require experience as a Social Worker. Many (57%) employers accept other occupational experience. Average experience required or preferred by employers is 13 months.

TRAINING

Many employers (57%) accept training in lieu of experience, but many (56%) employers indicated that technical or vocational training was required prior to employment.

MINIMUM EDUCATION



SPECIFIC SKILLS

Understanding of court proceedings
Record keeping skills
Able to handle crisis situations
Knowledge of protective services systems
Able to write effectively
Able to read an follow concise instructions
Verbal communication and speaking skills
Social perceptiveness skills
Problem identification skills
Counseling skills

OES CODE: 273050

COMPUTER SKILLS

Required by 6 firms	Percent of firms
Word processing	100%
Spreadsheet	33%
Database	17%
Desktop Publishing	0%
Other Proprietary Programs	17%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Almost all employers (89%) promote from this position. Positions that Social Workers may be promoted to include Supervisor, Manager, and Director.

LOCAL TRAINING PROVIDERS

Cal State Univ., Stanislaus	Sociology Graduate Studies
Chapman University	Social Sciences
Merced College	Human Services
Modesto Junior College	Humanities

See Training Directory for more complete Training Provider information.

Stanislaus County 2000 47

STOCK CLERKS - STOCKROOM, WAREHOUSE AND STORAGE YARDS

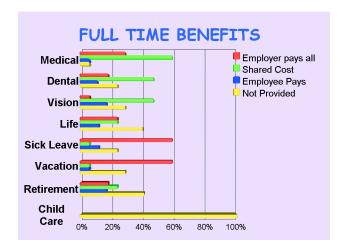
18 FIRMS - 179 EMPLOYEES



OES CODE: 580230

DESCRIPTION

Stock Clerks - Stockroom, Warehouse, and Storage Yards receive, store and issue equipment and other items from a stockroom, warehouse, or storage yard, and keep records and compile stock reports. Workers whose primary duties involve shipping, weighing, and checking are not included.



WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	5.75	9.00	7.00
NEW HIRE EXPERIENCED	5.75	12.88	7.50
3 YEARS EXP WITH FIRM	7.00	16.00	9.25

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation	Very Large (860-1050)
Gender	Male -68% Female -32%
Projected Growth	3.1% / yr.
Rate of Growth	Faster than Average
Openings due to Grov	wth 27 / yr.
Openings due to Sepa	aration 14 / yr.
Turnover Rate	11%

WHERE THE JOBS ARE

Misc. Equipment Rental and Leasing	15.0 %
Preserved Fruit / Vegetable Firms	12.8 %
Furniture and Home Furnishings Stores	6.9 %
Gasoline Stations	5.7 %

SHIFTS AND HOURS

Almost all employers (89%) offered day shifts, while a some (39%) had swing shifts, and a few (11%) ran graveyard shifts. Average hours worked for full- time employees is 40 hours per week. Some (37%) positions were reported as working part-time.

UNIONIZATION

UNION FIRMS - 11%

SUPPLY/DEMAND ASSESSMENT

Many employers (56%) report that employment levels over the last 12 months have remained stable, but almost as many (44%) reported growth. Most new hires (66%) were as a result of new positions, while a few (16%) were for temporary positions. Many employers (50%) expect employment levels over the next 24 months to grow, but an equal number (50%) expect it to remain stable.

Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants.

STOCK CLERKS - STOCKROOM, WAREHOUSE AND STORAGE YARDS

18 FIRMS - 179 EMPLOYEES



OES CODE: 580230



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no certifications or licenses needed to become a Stock Clerk, although in some cases, employers may require completion of a Forklift Driver Training class.

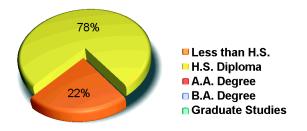
EXPERIENCE

Most employers (61%) do not require experience, but some (22%) prefer applicants to have some experience. Employers who preferred or required experience asked for an average of 13 months of experience.

TRAINING

Of those employers requiring or preferring experience, many (43%) will accept training in lieu of experience. Almost all (89%) stated that technical or vocational training was not required.

MINIMUM EDUCATION



SPECIFIC SKILLS

Manual Dexterity
Computer, math and stocking skills
Oral communication skills
Reading, writing, and comprehension skills
Labeling skills
Recordkeeping abilities
Able to lift at least 50 pounds repeatedly
Stand for prolonged periods of time
Able to operate a forklift

COMPUTER SKILLS

Required by 4 firms	Percent of firms
Word processing	100%
Spreadsheet	75%
Database	50%
Desktop Publishing	0%
Other Proprietary Programs	25%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Almost all employers (83%) promote from this position. Positions that Stock Clerk- Stockroom, Warehouse, Storage Yard may be promoted to include Leadperson, Warehouse Supervisor, and Inventory Manager.

LOCAL TRAINING PROVIDERS

Center for Employment Warehousing Training Shipping & Receiving

See Training Directory for more complete Training Provider information.

VOCATIONAL AND EDUCATIONAL COUNSELORS

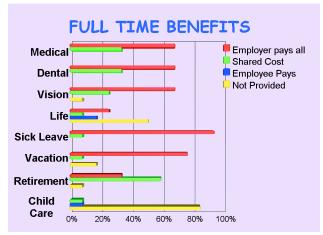
12 FIRMS - 128 EMPLOYEES



OES CODE: 315140

DESCRIPTION

Vocational and Educational Counselors counsel individuals and provide group educational and vocational guidance services.



WAGES / BENEFITS

Union (3 of 12)	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	15.34	24.66	20.00
NEW HIRE EXPERIENCED	17.26	30.14	17.49
3 YEARS EXP WITH FIRM	15.62	30.14	19.18
Non - Union (9) Responses	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.90	17.26	11.75
NEW HIRE EXPERIENCED	8.10	21.58	14.18
3 YEARS EXP WITH FIRM	9.45	23.97	15.16

SHIFTS AND HOURS

All employers (100%) offered day shifts, but no other shifts were reported as being available. Average hours worked for full-time employees is 38 hours per week. Few (7%) positions were reported as working part-time.

UNIONIZATION

UNION FIRMS - 25%

EMPLOYMENT TRENDS OCCUPATION FORECAST

Size of Occupation		Small (60-70)
Gender	Male -39%	Female -61%
Projected Growth		2.3% / yr.
Rate of Growth		Average
Openings due to Grow	vth	1 / yr.
Openings due to Sepa	aration	1 / yr.
Turnover Rate		16%

WHERE THE JOBS ARE

Elementary and Secondary Schools 80.8 %

SUPPLY/DEMAND ASSESSMENT

Most employers (75%) report that employment levels over the last 12 months have remained stable, but some (25%) reported growth. Many new hires (55%) were as a result of employees leaving, while some (28%) were for new positions. Many employers (58%) expect employment levels over the next 24 months to grow, but almost as many (42%) expect it to remain stable.

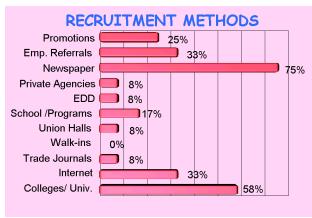
Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants for Vocational and Educational Counselor positions.

VOCATIONAL AND EDUCATIONAL COUNSELORS

12 FIRMS - 128 EMPLOYEES



OES CODE: 315140



EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Employers may require Vocational and Educational Counselors to complete a Graduate Study program and obtain a Pupil Personnel Services Credential.

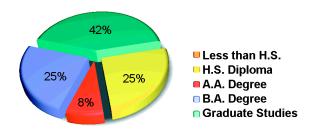
EXPERIENCE

Many employers (42%) require experience in this occupation but an equal number (42%) prefer but do not require experience. Of those employers requiring or preferring experience, most (70%) will accept other occupational experience. The average experience required was 21 months.

TRAINING

Almost all employers (80%) would not accept training in lieu of experience, and only some (25%) required technical or vocational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Customer Service Skills
Oral communication and Verbal presentation
Report writing
Social perceptiveness
Case management
Understanding of a variety of cultures
Knowledge of labor laws
Problem solving skills
Advanced computer skills
informational interviewing skills
Plan and organize the work of others
Legible writing
Write effectively

COMPUTER SKILLS

Required by 8 firms	Percent of firms
Word processing	100%
Spreadsheet	38%
Database	25%
Desktop Publishing	0%
Proprietary Programs	63%

OTHER INFORMATION PROMOTIONAL OPPORTUNITIES

Most employers (67%) promote from this position. Positions that Vocational and Educational Counselors may be promoted to include Supervisor, Director of Admissions, and Assistant Principal.

LOCAL TRAINING PROVIDERS

Cal State Univ., Stanislaus	Education Psychology
Merced College	Education Human Services
Chapman University	Education PPS Credential

See Training Directory for more complete Training Provider information.

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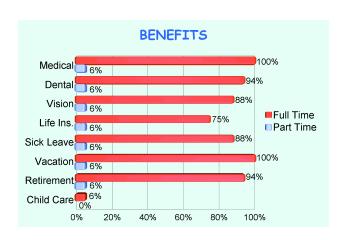
Stanislaus County 1999 53

ACCOUNTANTS AND AUDITORS

16 FIRMS - 69 EMPLOYEES

DESCRIPTION

Accountants and Auditors examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements and installing or advising on systems of recording costs or other financial or budgetary data.



OES CODE: 211140

WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.33	14.45	10.39
NEW HIRE EXPERIENCED	6.90	25.57	14.65
3 YEARS EXP WITH FIRM	9.21	31.16	19.09

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Very Large
Projected Growth	2.4% / yr.
Rate of Growth	Average
Openings due to Growth	17 / yr.
Openings due to Separation	16 / yr.

WHERE THE JOBS ARE

Accounting/Auditing Firms	16.7 %
Wineries	10.5 %
Local Government	9.7 %
Elementary/Secondary Schools	4.2 %

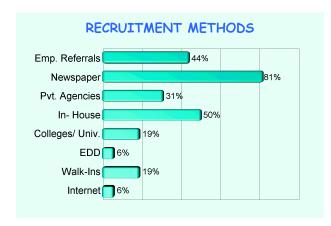
SUPPLY/DEMAND ASSESSMENT

Almost all employers (81%) report that employment levels over the last 12 months have remained stable. Few (19%) of all new hires were for new positions, however, many (44%) were from openings due to promotions. Almost all employers (88%) expect employment levels over the next 24 months to remain stable.

Employers report that it is moderately difficult to find *fully experienced and qualified*Accountants and Auditors, and moderately difficult to find employable *inexperienced* applicants.

ACCOUNTANTS AND AUDITORS

OES CODE: 211140 16 FIRMS - 69 EMPLOYEES



SPECIFIC SKILLS

Numbers and their operations Business math and statistics Accounting principles and practices Financial markets and banking Analyze and report on financial data Write effectively and make oral presentations Work independently or with supervision Work under pressure

COMPUTER SKILLS

Required by 15 Firms	Percent of Firms
Spreadsheet	100%
Database	80%
Word Processing	33%
Desktop Publishing	27%

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Many Accountants and Auditors work without benefit of being certified, however, Accountants may become Certified Public Accountants by passing an examination given by the state of California.

Almost all employers (94%) state that work experience is required or preferred, and most of PROMOTIONAL OPPORTUNITIES those employers (78%) state experience in related occupations is not acceptable. The average work experience required by employers surveyed is 35 months.

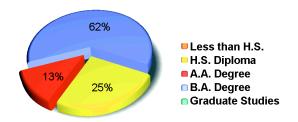
Almost all employers (87%) who require or prefer experience state that training is not acceptable in lieu of experience.

OTHER INFORMATION

Participating employers report that 83% of employees in this occupation are female, and 17% are male. Employers report that 97% of workers in this occupation work full-time.

Many employers (50%) do promote employees in this occupation. Possible positions for advancement included controller, senior accountant, and director of finance.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

Institution Humphreys College	Program Accounting
Worldwide Educational Services	Business Account.
MJC / YCCD Merced College	Accounting Accounting
Center for Employment and Training	Accounting/Book.

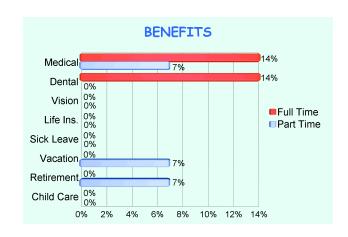
Stanislaus County 1999 55

COUNTER ATTENDANTS

15 FIRMS - 190 EMPLOYEES

DESCRIPTION

Lunchroom, Coffee Shop, or Cafeteria Counter Attendants serve food to diners at a counter or from a steam table. Counter Attendants who wait tables are not included in this category.



OES CODE: 650170

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	5.75	7.87	5.75
NEW HIRE EXPERIENCED	5.75	7.87	6.00
3 YEARS EXP WITH FIRM	5.75	9.00	7.50

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Very Large
1.2% / yr.
Slower than avg.
13 / yr.
101 /yr.

WHERE THE JOBS ARE

Restaurants	80.6 %
Sports/Recreation Clubs	5.0 %
Elementary/Secondary Schools	5.7 %

SUPPLY/DEMAND ASSESSMENT

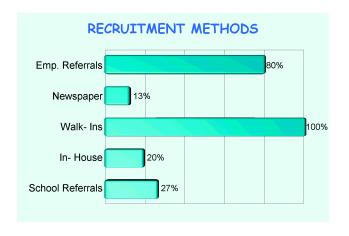
Most employers (67%) state that employment for Counter Attendants in the last 12 months has remained stable, however some (27%) reported growth. Most employers (66%) report filled vacancies were the result of employees leaving, while a few (16%) stated filled positions were temporary. Over the next 24 months, most employers (60%) project this occupation to remain stable, but many (40%) expect growth.

Employers surveyed reported that it was moderately difficult to find employable inexperienced applicants. No employers expected to find fully experienced and qualified applicants.

COUNTER ATTENDANTS

OES CODE: 650170

15 FIRMS - 190 EMPLOYEES



SPECIFIC SKILLS

Perform basic math operations
Read and follow instructions
Write legibly and communicate well
Provide customer service and hospitality
Work independently or with close supervision
Make sandwiches and salads
Fry cook various foods
Stand continuously for 2 hours or more
No computer skills required by employers

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Almost all employers (87%) did not require a High School diploma to become a Counter Attendant.

Many employers (53%) state that work experience is not required, but many (47%) preferred that workers had some experience in this occupation. The average experience needed when required was 4 months. Almost all employers (86%) found training to be acceptable in lieu of experience. All employers (100%) stated that technical or vocational training was not necessary.

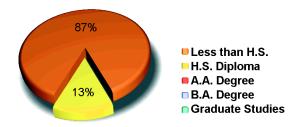
OTHER INFORMATION

Participating employers report that 74% of employees in this occupation are female, and 26% are male. Employers report that 83% of workers in this occupation work part-time.

PROMOTIONAL OPPORTUNITIES

Almost all employers (93%) do promote employees in this occupation. Possible positions for advancement included supervisor, assistant manager, and manager.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

<u>Institution</u>

Program

Training is provided on the job by the employer. No local training institution is available.

Stanislaus County 1999 57

DENTAL HYGIENISTS

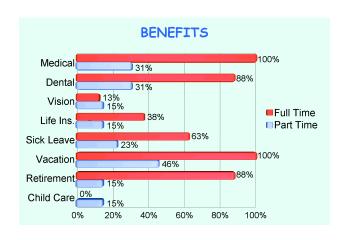
16 FIRMS - 44 EMPLOYEES



OES CODE: 329080

DESCRIPTION

Dental Hygienists perform dental prophylactic treatments and instruct groups and individuals in the care of the teeth and mouth.



WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	25.00	34.37	31.25
NEW HIRE EXPERIENCED	28.00	46.03	34.69
3 YEARS EXP WITH FIRM	30.00	46.03	37.25

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation		Medium
Projected Growth		4.6% / yr.
Rate of Growth	Much	faster than avg.
Openings due to Growth	1	11 / yr.
Openings due to Separa	ition	6 / yr.

WHERE THE JOBS ARE

Dentist Offices/Clinics 97.6 %

SUPPLY/DEMAND ASSESSMENT

Almost all employers (94%) state employment levels have remained stable in the last 12 months. Most employers (78%) report that vacancies filled in the last 12 months were the result of employees leaving. No employers report positions filled were the result of vacancies due to promotion. Some employers (38%) expect growth over the next 24 months, but most (63%) expect Dental Hygienists to remain stable.

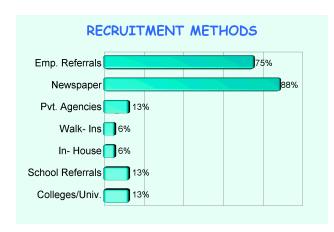
Employers state it is very difficult to find employable *inexperienced* and *fully experienced* and *qualified* applicants.

DENTAL HYGIENISTS

OES CODE: 329080



16 FIRMS - 44 EMPLOYEES



SPECIFIC SKILLS

Dental hygiene and oral health therapies
Dental radiography and anesthesiology
Drug properties and interactions
Injury treatment and disease diagnosis
Dental equipment operation and maintenance
Patient contact and interpersonal skills
Work effectively in a team work environment
Work well independently
Keep patient records and perform clerical tasks
Willingness to work part-time
Minimal computer skills

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Almost all (88%) employers report that Vocational training is required. Graduation from a Board-approved Dental Hygienist program is accepted, and licensure is obtained by passing an examination administered by the State of California.

Many employers (50%) required experience, while almost all of those employers (93%) stated that experience in other occupations is not accepted. Average work experience required is 14 months.

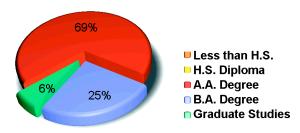
OTHER INFORMATION

Participating employers report that 98% of employees in this occupation are female, and 2% are male. Employers report that 70% of workers in this occupation work part-time.

PROMOTIONAL OPPORTUNITIES

No employers (0%) promote employees in this occupation. Anyone pursuing advancement would need further education in dentistry.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

Institution	<u>Program</u>
Fresno City College	Dental Hygiene
Sacramento City College	Dental Hygiene
Chabot College (Hayward)	Dental Hygiene

Stanislaus County 1999 59

DISPATCHERS - EXCEPT POLICE, FIRE AND AMBULANCE

15 FIRMS - 30 EMPLOYEES

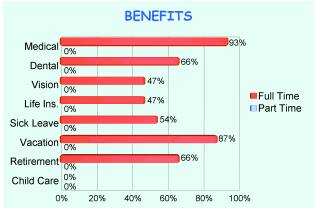




OES CODE: 580050

DESCRIPTION

Dispatchers schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Their duties may include use of radio/telephone to transmit assignments and compile statistics and reports on the progress of work. Police, Fire, and Ambulance Dispatchers are not included in this category.



WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	5.75	15.58	8.74
NEW HIRE EXPERIENCED	6.00	17.05	11.51
3 YEARS EXP	6.00	25.27	15.00

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Medium
Projected Growth	2.1 % / yr.
Rate of Growth	Slower than avg.
Openings due to Growth	4 / yr.
Openings due to Separation	3 / yr.

WHERE THE JOBS ARE

Trucking Companies (Local)	20.4 %
Trucking Companies (Except Local)	16.5 %
Security Systems Firms	11.7 %
New/Used Car Dealerships	10.0 %

SUPPLY/DEMAND ASSESSMENT

Most employers (73%) stated Dispatcher positions have remained stable over the last 12 months. Some employers (33%) filled vacancies due to employees leaving, but almost as many (27%) hired due to new positions. Most employers (67%) expect this occupation to remain stable over the next 24 months, however some (33%) anticipate growth.

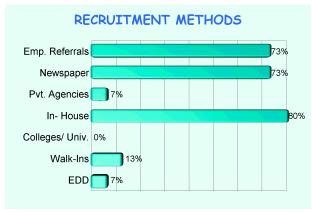
Employers report it is moderately difficult to find both employable *inexperienced* and *fully experienced* and *qualified* applicants.

DISPATCHERS - EXCEPT POLICE, FIRE AND AMBULANCE

OES CODE: 580050



15 FIRMS - 30 EMPLOYEES



SPECIFIC SKILLS

Operate telecommunications equipment Communicate information effectively Assign workers, equipment to work sites Relay work orders, messages to workers Read maps and know local streets Record and maintain files

Type a minimum of 30 words per minute

COMPUTER SKILLS

Required by 10 Firms	Percent of Firms
Industry Specific Software	60%
Database	40%
Word Processing	30%
Spreadsheet	20%

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

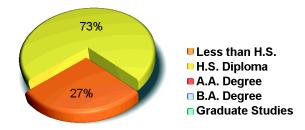
There are no educational or training certifications required to become a Dispatcher.

Most employers (73%) stated that experience was preferred but not required. Many (64%) of those employers stated that training was not acceptable in lieu of experience, although most (62%) will accept other occupational experience if it is in a related field. Average experience required is 18 months.

OTHER INFORMATION

Participating employers report that 87% of employees in this occupation are male, and 13% are female. Employers report that 87% of workers in this occupation work full-time.

MINIMUM EDUCATION



PROMOTIONAL OPPORTUNITIES

Almost all employers (87%) do promote employees in this occupation. Opportunities for advancement were in the area of management specific to the type of firm.

TRAINING OPPORTUNITIES

Institution Program

Training is provided on the job by the employer. No local training institution is available.

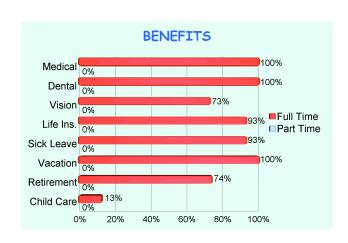
Stanislaus County 1999 61

FINANCIAL MANAGERS

15 FIRMS -28 FMPLOYEES

DESCRIPTION

Financial Managers plan, organize, direct, and control or coordinate the financial activities of an organization. Managers of banks or similar financial institutions who advise on credit and investment policy or negotiate general policy with financial or other institutions are included.



OFS CODF: 130020

WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	16.80*	25.00	20.90
NEW HIRE EXPERIENCED	7.19	39.80	23.44
3 YEARS EXP WITH FIRM	14.38	52.74	27.70

^{*}This amount is based on limited responses from employers.

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Very Large
Projected Growth	2.9% / yr.
Rate of Growth	Faster than avg.
Openings due to Growth	24 / yr.
Openings due to Separation	11 / yr.

WHERE THE JOBS ARE

National Commercial Banks	8.8 %
Colleges/Universities	5.4 %
Wineries	3.6 %
Other	82.2 %

SUPPLY/DEMAND ASSESSMENT

Almost all employers (87%) stated that employment levels in Financial Manager positions remained stable over the last 12 months. Most vacancies filled (60%) were the result of employees leaving, but some (30%) were the result of promotions. Over the next 24 months, all employers (100%) expect Financial Manager employment levels to remain stable.

Employers report that it is very difficult to find both employable *inexperienced* and *fully experienced* and *qualified* applicants.

FINANCIAL MANAGERS

OES CODE: 130020 15 FIRMS - 28 EMPLOYEES



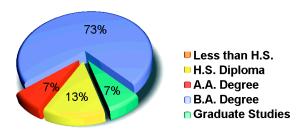
TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no educational or training certifications required to become a Financial Manager, however, most employers (73%) require a bachelor's degree for this occupation.

Almost all employers (87%) stated that work experience was required and of those employers, most (69%) would not accept experience in other occupations. Average length of experience required is 55 months.

No employers accepted training in lieu of experience, but many (47%) required technical or vocational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Economic and accounting principles
Analysis and reporting of financial data
Analysis of business/institution performance
Resource allocation and production methods
Asset and debt management
Investment and portfolio management
Leadership skills and manpower modeling

COMPUTER SKILLS

Required by 13 Firms	Percent of Firms
Spreadsheet	100%
Word Processing	92%
Database	54%
Industry Specific Software	23%

OTHER INFORMATION

Participating employers report that 61% of employees in this occupation are female, and 39% are male. Employers report that 100% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Many employers (53%) do not promote to higher positions for this occupation. Employers that do (47%) promote to top level management and executive positions such as senior manager, director of finance, and CFO.

Program

TRAINING OPPORTUNITIES

California Career College of Manteca	Mortgage Banking/ Finance
Humphreys College	Administrative Mgt.
MJC / YCCD	Banking and Finance Accounting
Merced College	Banking and Finance Financial Accounting Managerial Accounting
CSUS	Accounting and Mgt.

Stanislaus County 1999 63

Institution

FIREFIGHTERS

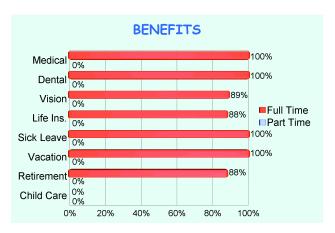
8 FIRMS - 90 EMPLOYEES



OES CODE: 630080

DESCRIPTION

Firefighters control and extinguish fires, protect life and property, and maintain equipment as paid volunteers or employees of a city, township, state or federal government.



WAGES / BENEFITS

Union (3 of 8)	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	9.44	13.70	11.02
NEW HIRE EXPERIENCED	9.93	13.70	11.02
3 YEARS EXP WITH FIRM	10.97	14.62	13.40
Non - Union Responses	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	-	-	-
NEW HIRE EXPERIENCED	7.35	23.67	13.42
3 YEARS EXP WITH FIRM	9.27	26.09	16.78

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Medium
6.7% / yr.
Much faster than avg.
20 / yr.
tion 16 / yr.

WHERE THE JOBS ARE

Local Government 98.4 %

SUPPLY/DEMAND ASSESSMENT

Almost all employers (88%) stated that employment levels of Firefighters remained stable over the last 12 months, however, most (67%) of the positions filled in the last 12 months were new positions. Almost all employers (88%) expect employment levels over the next 24 months to remain stable.

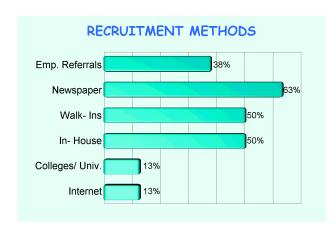
Employers report that it is not difficult to find employable *inexperienced* applicants, and only moderately difficult to find *fully experienced* and *qualified* applicants.

FIREFIGHTERS

OES CODE: 630080



8 FIRMS - 90 EMPLOYEES



SPECIFIC SKILLS

Firefighting and prevention techniques
Hazardous waste and toxic chemical principles
Medical terminology and emergency first aid
Fire prevention laws, codes, and regulations
Role of other emergency agencies
Operation and maintenance of equipment
Reason and act decisively under stress
Physical endurance, agility, and strength
Clean police and DMV record
Maintain records and prepare reports

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

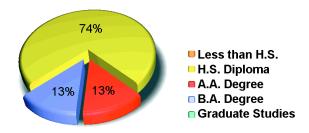
All employers (100%) required or preferred Firefighters to have prior experience, and almost all (88%) will not accept experience in other occupations. Most employers (63%) will accept training in lieu of experience, and many (50%) require vocational or technical training. Average length of experience required or preferred is 21 months.

COMPUTER SKILLS

Required by 5 Firms	Percent of Firms
Word Processing	80%
Spreadsheet	60%
Database	40%
Desktop Publishing	20%

OTHER INFORMATION

Participating employers report that 98% of employees in this occupation are male, and 2% are female. Employers report that 73% of workers in this occupation work full-time.



MINIMUM EDUCATION

PROMOTIONAL OPPORTUNITIES

Most employers (75%) do promote employees in this occupation. Opportunities for advancement included fire engineer, lieutenant, captain, and chief.

TRAINING OPPORTUNITIES

<u>Institution</u>	<u>Program</u>

MJC / YCCD Fire Science

Merced College Fire Technology

Stanislaus County 1999 65

FIRST LINE SUPERVISORS AND MANAGER/ SUPERVISORS - PRODUCTION AND OPERATING WORKERS

15 FIRMS - 170 EMPLOYEES



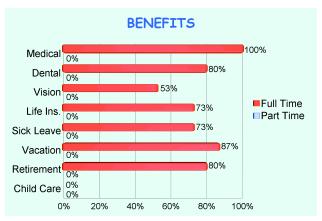
OES CODE: 810080

DESCRIPTION

First Line Supervisors and Manager / Supervisors of Production and Operating Workers directly supervise and coordinate the activities of production and operating workers, such as testers, precision workers, machine setters and operators, assemblers, fabricators, or plant and system operators. Manager / Supervisors are generally found in smaller establishments where they perform both supervisory and management functions, such as accounting, marketing, and personnel work. In addition, they may engage, in part, in the same production work as the workers they supervise. Work leaders who spend more than 20% of their time at tasks similar to those they supervise are not included.

WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	8.08	13.42	10.76
NEW HIRE EXPERIENCED	9.11	21.58	14.92
3 YEARS EXP WITH FIRM	10.02	23.97	19.18



EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Large
Projected Growth	2.3% / yr.
Rate of Growth	Slower than avg.
Openings due to Growth	13 / yr.
Openings due to Separation	13 / yr.

WHERE THE JOBS ARE

Wineries	20.2 %
Fruit/Vegetable Canneries	10.2 %
Newspapers	6.4 %
Poultry Processing Plants	4.2 %

SUPPLY/DEMAND ASSESSMENT

Almost all employers (80%) report that employment levels in First Line Supervisors and Manager/Supervisors - Production and Operating Workers have remained stable over the last 12 months. Of the positions filled in the last 12 months many (42%) have been from employees leaving, and many (40%) have been the result of promotions. Some employers (27%) expect this occupation to grow, while most (73%) expect it to remain stable.

Employers report it is moderately difficult to find both employable *inexperienced* and *fully experienced* and *qualified* applicants.

FIRST LINE SUPERVISORS AND MANAGER/ SUPERVISORS - PRODUCTION AND OPERATING WORKERS

OES CODE: 810080



15 FIRMS - 170 EMPLOYEES



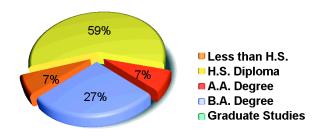
TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no training or educational certificates required to become a First Line Supervisor or Manager/Supervisor.

Most employers (73%) require experience, with the average experience required being 35 months. Many of those employers (54%) do not accept experience in other occupations.

Almost all employers (85%) requiring experience state that training is not acceptable in lieu of experience, however, some surveyed employers (20%) preferred some sort of technical or vocational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Plan, direct, and coordinate production activities Improve production methods and product quality Analyze work orders and production schedules Manage multiple priorities

Meet deadlines and work well under pressure Motivate employees and resolve grievances

Manage a multicultural workforce

Operate and maintain equipment and machinery Write and communicate effectively

COMPUTER SKILLS

Required by 14 Firms	Percent of Firms
Word Processing	79%
Spreadsheet	71%
Database	50%
Industry Specific Software	21%

OTHER INFORMATION

Participating employers report that 81% of employees in this occupation are male, and 19% are female. Employers report that 100% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Almost all employers (80%) do promote employees in this occupation. Possible positions for advancement included operations manager, plant manager, and production superintendent.

TRAINING OPPORTUNITIES

<u>Institution</u>	<u>Program</u>
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MJC / YCCD Supervisory Management Food Processing

Stanislaus County 1999 67

FOOD BATCHMAKERS

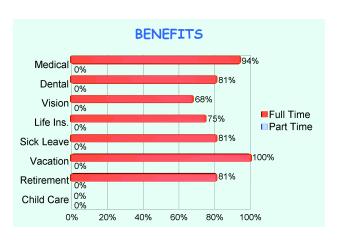
16 FIRMS - 229 EMPLOYEES



OES CODE: 898080

DESCRIPTION

Food Batchmakers set up and operate equipment that mixes, blends, or cooks ingredients used in the manufacturing of food products according to formulas or recipes. They may modify or reformulate recipes to produce products of specific flavor, texture, and color.



WAGES / BENEFITS

Union (5 of 16)	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	7.00	14.88	14.67
NEW HIRE EXPERIENCED	7.00	15.77	14.67
3 YEARS EXP WITH FIRM	12.64	17.72	15.22
Non - Union (11) Responses	LOW	HIGH	MEDIAN
_ ' '	LOW 5.75	HIGH 10.65	MEDIAN 8.11
Responses NEW HIRE			

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Small
Projected Growth	3.3 % / yr.
Rate of Growth	Faster than avg.
Openings due to Growth	6 / yr.
Openings due to Separation	6 / yr.

WHERE THE JOBS ARE

Wineries	34.9 %
Fruit/Vegetable Canneries	26.3 %
Frozen Dinner Factories	18.2 %
Cheese Factories	9.1 %

SUPPLY/DEMAND ASSESSMENT

Some employers (31%) report that the occupation of Food Batchmaker grew in the last 12 months, while most (69%) report it remained stable. Most of the vacancies (69%) filled in the last 12 months were the result of employees leaving. Many employers (56%) state this occupation will grow over the next 24 months.

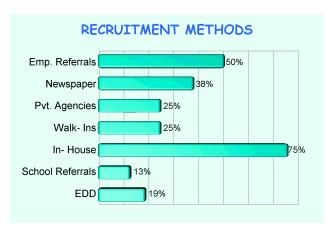
Employers report it is moderately difficult to find both employable *inexperienced* and *fully experienced* and *qualified* applicants.

FOOD BATCHMAKERS

OFS CODF: 898080



16 FIRMS - 229 EMPLOYEES



SPECIFIC SKILLS

Understand food processing methods
Read and follow recipes
Calculate and modify ingredient amounts
Weigh ingredients using measures and scales
Use homogenization and pasteurization
Tolerate high temperatures
Work independently and with close supervision

COMPUTER SKILLS

Required by 6 Firms	Percent of Firms
Spreadsheet	50%
Industry Specific Software	50%
Database	33%
Word Processing	33%

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Most employers (63%) stated they preferred experience in Food Batchmaking, but it is not required. Of those employers, experience in other occupations was acceptable to most (77%), but many employers (54%) would not accept training in lieu of experience. Average length of experience when required by employers was 12 months.

Most employers (75%) did not require vocational or technical training.

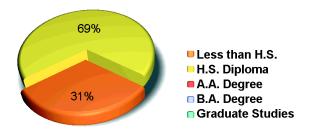
OTHER INFORMATION

Participating employers report that 76% of employees in this occupation are male, and 24% are female. Employers report that 79% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Almost all employers (94%) do promote employees in this occupation. Possible positions for advancement included equipment operator, production supervisor, and shift manager.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

<u>Institution</u> <u>Program</u>

MJC / YCCD Food Processing

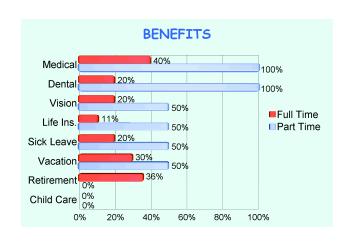
Stanislaus County 1999 69

GRADERS AND SORTERS-AGRICULTURAL PRODUCTS

15 FIRMS - 1614 EMPLOYEES

DESCRIPTION

Graders and Sorters grade, sort or classify unprocessed food and other agricultural products by size, weight, color, or condition. Inspectors and Graders of processed agricultural products are not included in this category.



OFS CODF: 790110

WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	5.75	9.87	6.00
NEW HIRE EXPERIENCED	5.75	9.87	6.00
3 YEARS EXP WITH FIRM	5.75	9.87	6.50

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Very Large
Projected Growth	1.4% / yr.
Rate of Growth	Slower than avg.
Openings due to Growth	13 / yr.
Openings due to Separation	19 / yr.

WHERE THE JOBS ARE

Dried Fruit/Vegetable Plants	87.4 %
Nut/Seed Companies	11.0 %

SUPPLY/DEMAND ASSESSMENT

Many employers (40%) stated that the occupation of Graders and Sorters grew over the last 12 months. Almost all (97%) of the positions filled in the last 12 months were temporary. Most employers (60%) expect employment levels over the next 24 months to remain stable.

Employers report that it is not difficult to find employable *inexperienced* applicants and moderately difficult to find *fully experienced and qualified* applicants.

GRADERS AND SORTERS-AGRICULTURAL PRODUCTS

OES CODE: 790110 15 FIRMS - 1614 EMPLOYEES



SPECIFIC SKILLS

Determine the quality of agricultural products
Differentiate between color, size, texture, etc.
Possess manual dexterity and work rapidly
Lift at least 50 pounds
Stand for prolonged periods
Perform routine, repetitive work
Work at or near moving conveyor belts
Work independently or with close supervision
Computer skills not required by employers

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

All employers (100%) agreed that technical or vocational training was not needed for Graders and Sorters. Many employers (54%) stated experience was required or preferred, and of those employers, almost all (88%) stated that experience in other occupations was acceptable. Average length of experience when required or preferred was 6 months.

Most of the employers (75%) requiring or preferring experience stated that vocational training was not acceptable in lieu of experience.

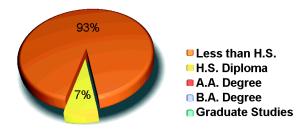
OTHER INFORMATION

Participating employers report that 77% of employees in this occupation are female, and 23% are male. Employers report that 95% of workers in this occupation work seasonally.

PROMOTIONAL OPPORTUNITIES

Most employers (67%) do promote employees in this occupation. Possible positions for advancement included quality control, machine operator, and supervisor.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

Institution Program

MJC / YCCD Food Products Grading

HUMAN SERVICE WORKERS

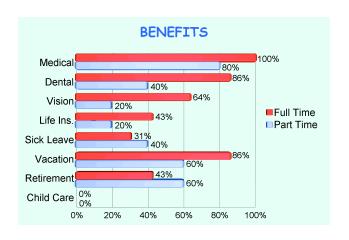
15 FIRMS - 160 EMPLOYEES

DESCRIPTION

Human Service Workers assist Social Group Workers and Caseworkers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse and human relationships. They provide services to families and clients where the nature of the problem, or relationships involved, is less complex or serious by helping them obtain information on the use of social and community related services. They may also recommend additional services. Residential Counselors and Psychiatric Technicians are not included in this category.

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.00	12.47	6.50
NEW HIRE EXPERIENCED	6.50	14.38	11.25
3 YEARS EXP WITH FIRM	8.00	18.41	12.88



OES CODE: 273080

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Small
Projected Growth	5.3 % /yr.
Rate of Growth	Much Faster than avg.
Openings due to Grow	th 4 / yr.
Openings due to Sepa	ration 3 / yr.

WHERE THE JOBS ARE

Government/Community Agencies	47.3 %
Residential Care Facilities	27.3 %
General/Surgical Hospitals	7.3 %
Social Service Agencies (NEC)	7.3 %

SUPPLY/DEMAND ASSESSMENT

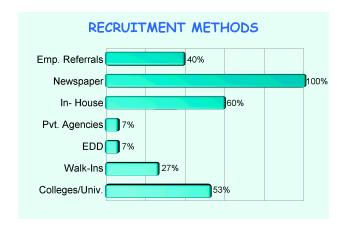
Many employers (53%) reported stable employment levels over the last 12 months. Many others (47%) reported growth during the same period. Most employers (68%) reported filled vacancies were due to employees leaving, while a few (16%) said they were due to promotions. A few (13%) reported hiring to fill new positions. Over the next 24 months, most employers (60%) expect this occupation to grow.

Employers reported it is moderately difficult to find either employable *inexperienced* or *fully experienced* and *qualified* applicants.

HUMAN SERVICE WORKERS

OES CODE: 273080

15 FIRMS - 160 EMPLOYEES



TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

No educational or training certifications are needed to become a Human Service Worker.

Almost all employers (87%) require or prefer experience, and most (62%) of those will not accept training in lieu of experience. Many employers (54%) requiring or preferring experience accept experience in other occupations. The average experience when required is 17 months.

Almost all employers (80%) state technical or vocational training is not required.

SPECIFIC SKILLS

Know agency services and regulations
Understand different cultures and behaviors
Interview customers to compile personal histories
Gather and identify essential information
Determine individuals eligibility for services
Actively seek to assist customers
Provide educational materials, services, training
Refer to appropriate services or agencies
Assess services provided, customer satisfaction
Complete forms, compile data, write reports

COMPUTER SKILLS

Required by 10 Firms	Percent of Firms
Word Processing	90%
Spreadsheet	30%
Database	30%
Desktop Publishing	20%
Industry Specific Software	20%

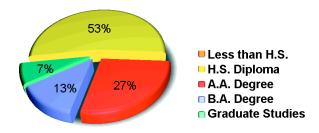
OTHER INFORMATION

Participating employers report that 76% of employees in this occupation are female, and 24% are male. Employers report that 79% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Almost all employers (87%) do promote employees in this occupation. Possible positions for advancement included various supervisory positions, program manager, and director.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

IRAINING	OPPORTUNITIES
<u>Institution</u>	<u>Program</u>
MJC / YCCD	General Human Services
	Chem. Depend. Counsel.
Merced College	Human Services
Chapman University	Social Science
CSUS	Social Work

INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

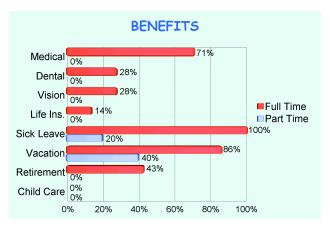
8 FIRMS - 23 EMPLOYEES



OES CODE: 031064999

DESCRIPTION

Internet Web Site Designers/Developers (Webmasters) are responsible for managing the content of an organization's internet web site. Usually using specialized software, they create, design and maintain web pages to communicate an organization's message to internet users.



WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.00	10.00	9.59
NEW HIRE EXPERIENCED	7.00	30.00	10.80
3 YEARS EXP WITH FIRM	10.00	50.00	17.36

EMPLOYMENT TRENDS

OCCUPATION FORECAST

No employment projection data is available because this is a Non-OES occupation. It is an emerging occupation that is expected to grow.

WHERE THE JOBS ARE

Internet Service Providers Government

Many practicing Web Site Designers and Developers are independent contractors who work on a fee-for-services basis.

SUPPLY/DEMAND ASSESSMENT

Almost all employers (88%) reported growth in this occupation over the last 12 months and most employers (76%) hired in this occupation to fill new positions. A few (12%) hired to fill temporary positions and a few (12%) hired to fill vacancies from employees leaving. Over the next 24 months, most employers (63%) expect employment in this occupation to grow. Some (38%) expect it to remain stable.

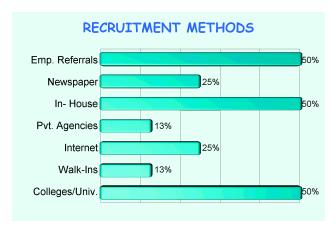
Employers reported it is moderately difficult to find employable *inexperienced* applicants for this position however, they state it is very difficult to find *fully experienced and qualified* applicants.

INTERNET WEB SITE DESIGNERS/DEVELOPERS (WEBMASTERS)

OES CODE: 031064999



8 FIRMS - 23 EMPLOYEES

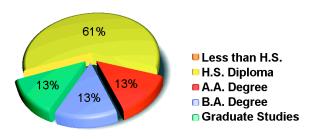


TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

All employers (100%) of Internet Web Site Designers/ Developers either required or preferred experience. Most employers (63%) stated that experience in other occupations was acceptable if the experience was related. The average length of experience required is 10 months.

Some employers (38%) did not require technical or vocational training, however, many (50%) preferred it.

MINIMUM EDUCATION



SPECIFIC SKILLS

Computers and electronics
HyperText Markup Language (HTML)
Artistic ability and graphic design techniques
Communicate and artistically translate concepts
Organize multiple pieces of information
Identify strengths and weaknesses of an idea
Advertising, marketing, and sales techniques
Work under pressure and meet deadlines
Work independently and with close supervision

COMPUTER SKILLS

Required by 8 Firms	Percent of Firms	
Word Processing	88%	
Desktop Publishing	88%	
Spreadsheet	63%	
Database	63%	
Industry Specific Software	88%	
Photoshop, Shockware, Java		

OTHER INFORMATION

Participating employers report that 83% of employees in this occupation are male, and 17% are female. Employers report that 61% of workers in this occupation work full-time.

Frontpage, Dreamwear, and others

PROMOTIONAL OPPORTUNITIES

Almost all employers (88%) do promote employees in this occupation. Possible positions for advancement included webmaster, senior designer, and director.

TRAINING OPPORTUNITIES

<u>Institution</u>	<u>Program</u>
Worldwide	Computer-Internet / Web.
Educational Services	

MJC / YCCD Computer Graphics Applications

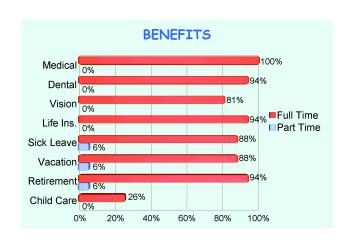
CSUS Web Page Publishing

LOAN OFFICERS AND COUNSELORS

16 FIRMS - 80 EMPLOYEES

DESCRIPTION

Loan Officers and Counselors evaluate, authorize, or recommend approval of commercial or real estate loans and credit loans or advise borrowers on financial status and methods of payment.



OES CODE: 211080

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.23	12.66	11.51
NEW HIRE EXPERIENCED	7.19	21.58	14.39
3 YEARS EXP WITH FIRM	8.63	43.15	17.70

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Medium
Projected Growth	1.8% / yr.
Rate of Growth	Slower than avg.
Openings due to Growth	3 / yr.
Openings due to Separation	3 / yr.

WHERE THE JOBS ARE

Mortgage Banks	30.6 %
National Commercial Banks	20.6 %
State Commercial Banks	16.7 %
Finance Companies	8.3 %

SUPPLY/DEMAND ASSESSMENT

Some employers (25%) reported growth in employment levels for Loan Officers and Counselors in the last 12 months. Many (43%) of the positions filled during that time were the result of new positions being created, while some (33%) were the result of promotions. Most employers (69%) expect employment levels to remain stable over the next 24 months, but some (31%) expect growth.

Employers report that it is moderately difficult to find employable *inexperienced* applicants, and very difficult to find *fully experienced* and *qualified* applicants.

LOAN OFFICERS AND COUNSELORS

OES CODE: 211080

16 FIRMS - 80 EMPLOYEES



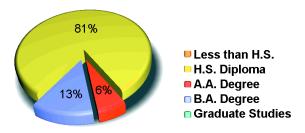
TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Almost all employers (81%) require only a High School diploma to be a Loan Officer or Counselor.

Almost all employers (95%) require or prefer work experience and many (53%) of those will not accept other occupational experience. Most employers (67%) requiring experience will not accept training in lieu of experience. Average experience required or preferred is 26 months.

Most employers (75%) do not require technical or vocational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Follow regulations affecting financial institutions
Follow requirements for different kinds of loans
Use negotiation skills and sales techniques
Compute payment schedules
Ensure agreements are complete and accurate
Confer with underwriters to resolve problems
Make recommendations to loan committees
Petition court to transfer titles and deeds
Follow specialized bookkeeping procedures

COMPUTER SKILLS

Required by 14 Firms	Percent of Firms
Word Processing	86%
Spreadsheet	64%
Industry Specific Software	29%

OTHER INFORMATION

Participating employers report that 63% of employees in this occupation are female, and 38% are male. Employers report that 99% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Almost all employers (94%) do promote employees in this occupation. Possible positions for advancement included specialty loan officer positions and various management positions such as assistant manager and branch manager.

TRAINING OPPORTUNITIES

Institution American Bus. College	Program Mortgage Banking with Real Estate
California Career College	Mortgage Banking/ Finance
MJC / YCCD	Banking Banking Management Installment Credit
Merced College	Banking and Finance
CSUS	Consumer Lending
U3U3	Mortgage Banking

MANAGERS, RETAIL STORES

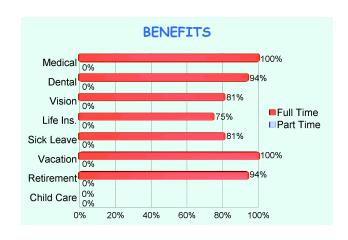
16 FIRMS - 127 EMPLOYEES

DESCRIPTION

Manager, Retail Store manages a retail store which sells a specific line of merchandise, such as groceries, liquor, apparel, furniture, or related lines of merchandise. They usually plan and prepare work schedules, work assignments (or supervise others to do so), formulate merchandise pricing policy, coordinate sales promotion activities, prepare merchandise displays and advertising copy. They supervise employees in: sales, taking inventory or cash reconciliation activities, operation record keeping, and preparation of daily record of transactions for accounting purposes. They may interview, hire and train employees, ensure compliance of employees with security, sales, and record keeping procedures, order merchandise or prepare requisitions to replenish inventories and may answer customer inquiries and complaints.

WAGES / BENEFITS

Non - Union and Union Combined	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.98	14.92	11.13
NEW HIRE EXPERIENCED	9.23	25.28	13.05
3 YEARS EXP WITH FIRM	11.99	34.00	17.54



OES CODE: 185167999

EMPLOYMENT TRENDS

OCCUPATION FORECAST

No employment projection data is available for this occupation because it is a Non-OES occupation. Retail trade as an industry is projected to grow at a rate of 2.2% per year, which is slower than average.

WHERE THE JOBS ARE

Retail Stores 100%

SUPPLY/DEMAND ASSESSMENT

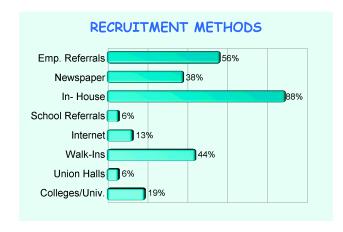
Almost all employers (88%) report that employment levels for Manager, Retail Stores has remained stable over the last 12 months. Of employers hiring in the last 12 months, many (50%) of the vacancies filled have been due to new positions. Most employers (69%) expect employment levels to remain stable over the next 24 months.

Employers report that it is moderately difficult to find both employable *inexperienced* and *fully experienced* and *qualified* applicants.

MANAGERS, RETAIL STORES

OES CODE: 185167999

16 FIRMS - 127 EMPLOYEES



TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

All employers (100%) either required or preferred Manager, Retail Stores to have experience, however most (63%) accepted other occupational experience. Many (56%) would not accept training in lieu of experience. Average experience required is 22 months.

A few employers (19%) required or preferred technical or vocational training, but almost all (81%) did not.

SPECIFIC SKILLS

Supervisory skills and sales techniques
Cash handling and inventory control skills
Accounting, bookkeeping, and auditing practices
Set priorities and plan the work of others
Interpersonal and customer service skills
Personnel interviewing and training skills
Willingness to work nights, weekends, holidays
Willingness to work overtime and under pressure

COMPUTER SKILLS

Required by 8 Firms	Percent of Firms
Word Processing	75%
Spreadsheet	63%
Database	38%
Industry Specific Software	25%

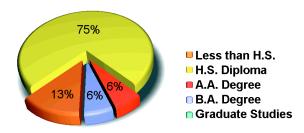
OTHER INFORMATION

Participating employers report that 69% of employees in this occupation are male, and 31% are female. Employers report that 100% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Almost all employers (94%) do promote employees in this occupation. Possible positions for advancement included store manager, multi-store manager, and regional manager.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

INVITATION OF	OKIONITIES
<u>Institution</u>	<u>Program</u>
MJC / YCCD	Management
	Business Administration
Worldwide	Business-Sales Mgt.
Educational	
Services	
Merced College	Retail Management

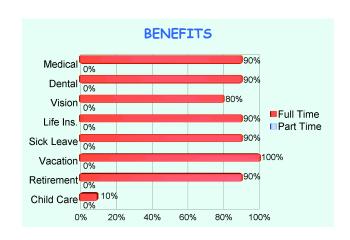
CSUS Business Administration

MARKETING, ADVERTISING, AND PUBLIC RELATIONS MANAGERS

10 FIRMS - 29 EMPLOYEES

DESCRIPTION

Marketing, Advertising, and Public Relations Managers formulate marketing policies, direct sales activities, and plan, organize, and direct advertising and public relations activities for a department, an entire organization, or on an account basis.



OES CODE: 130110

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	5.75	17.88	10.63
NEW HIRE EXPERIENCED	5.75	38.36	19.06
3 YEARS EXP	8.75	47.95	21.16

EMPLOYMENT TRENDS

OCCL	JPATION	FORECAST
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Size of Occupation	Large
Projected Growth	2.8% / yr.
Rate of Growth	Average
Openings due to Growth	11 / yr.
Openings due to Separation	9 / yr.

WHERE THE JOBS ARE

Wineries	27.2 %
New/Used Car Dealerships	7.1 %
Restaurants	4.5 %
Department Stores	4.3 %

SUPPLY/DEMAND ASSESSMENT

Most employers (70%) state that employment levels of Marketing, Advertising, and Public Relations Managers remained stable over the last 12 months. Many (50%) of the vacancies filled in the last 12 months were new positions. Almost all employers (80%) expect employment levels to remain stable over the next 24 months.

Employers report it is very difficult to find employable *inexperienced* applicants, but moderately difficult to find *fully experienced* and *qualified* applicants.

MARKETING, ADVERTISING, AND PUBLIC RELATIONS MANAGERS

OES CODE: 130110

10 FIRMS - 29 EMPLOYEES

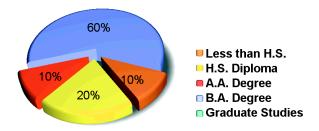


TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

All employers (100%) either required or preferred Marketing, Advertising and Public Relations Managers to have experience, however almost all (80%) will accept experience in other occupations, particularly sales. Most employers (70%) state training in not acceptable in lieu of experience. Average experience required was 31 months.

Some employers (20%) preferred vocational training, but almost all (80%) did not require it.

MINIMUM EDUCATION



SPECIFIC SKILLS

Manage an activity or department
Analyze and use market research data
Identify potential markets for products
Develop marketing strategies
Coordinate and publicize marketing activities
Maintain good customer and business relations
Write and speak effectively
Willing to work overtime, meet deadlines, travel
Willing to work nights, weekends, holidays

COMPUTER SKILLS

Required by 9 Firms	Percent of Firms
Word Processing	100%
Spreadsheet	78%
Desktop Publishing	67%
Database	56%
Industry Specific Software	33%

OTHER INFORMATION

Participating employers report that 52% of employees in this occupation are male, and 48% are female. Employers report that 100% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Almost all employers (80%) do promote employees in this occupation. Possible positions for advancement included vice president of sales, regional sales manager, and marketing director.

TRAINING OPPORTUNITIES

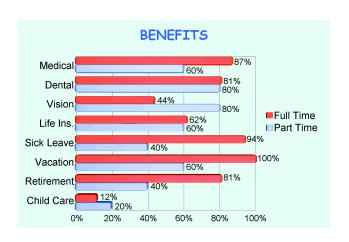
111712112110	011 0111 0112 1200
<u>Institution</u>	<u>Program</u>
MJC / YCCD	Marketing
	Professional Selling Cert.
	Management
	Business Operations
Merced College	Mgt., Merchandising/
	Marketing
CSUS	Marketing

MEDICAL SECRETARIES

16 FIRMS - 185 EMPLOYEES

DESCRIPTION

Medical Secretaries perform secretarial duties utilizing specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Their duties include taking dictation, and compiling and recording medical charts, reports, and correspondence, as well as preparing and sending bills to patients or recording appointments.



OES CODE: 551050

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	6.00	7.47	6.75
NEW HIRE EXPERIENCED	6.50	13.39	7.75
3 YEARS EXP WITH FIRM	7.50	15.46	9.00

EMPLOYMENT TRENDS

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Size of Occupation	Medium
Projected Growth	2.7% / yr.
Rate of Growth	Average
Openings due to Growth	7 / yr.
Openings due to Separation	4 / yr.

WHERE THE JOBS ARE

Doctor Offices/Clinics	60.4 %
Dentist Offices/Clinics	11.8 %
General/Surgical Hospitals	11.8 %
Health Practitioner Offices	5.8 %

SUPPLY/DEMAND ASSESSMENT

Most employers (63%) state that employment levels of medical secretaries remained stable during the last 12 months. Many of the vacancies (53%) filled during that time were the result of employees leaving. Most employers (69%) expect employment levels to remain stable over the next 24 months.

Employers state that it is moderately difficult to find both employable *inexperienced* applicants and *fully experienced* and *qualified* applicants.

MEDICAL SECRETARIES

OFS CODE: 551050

16 FIRMS - 185 EMPLOYEES



SPECIFIC SKILLS

Medical terminology and transcription
Health insurance plans and forms
Patient contact and telephone skills
Record keeping, filing, and billing procedures
Appointment calendars
Type 60 wpm and take dictation at 100 wpm

COMPUTER SKILLS

Required by 14 Firms	Percent of Firms
Word Processing	71%
Industry Specific Software	29%

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Almost all employers (88%) require or prefer Medical Secretaries to have experience. Of those, many (50%) will accept experience in other occupations if it is related to the medical field. Many employers (43%) requiring or preferring experience will accept training in lieu of experience. Average experience required or preferred is 14 months.

Many employers (56%) require or prefer technical or vocational training.

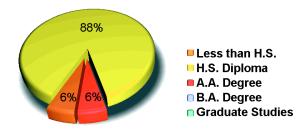
OTHER INFORMATION

Participating employers report that 100% of employees in this occupation are female, and none are male. Employers report that 84% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Most employers (75%) do promote employees in this occupation. Possible positions for advancement included various medical office management and supervisory positions such as supervisor of transcription and office manager.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

INVITIATING OIL	OKTOMETICS
<u>Institution</u>	<u>Program</u>
Andon College	Medical Office Specialist
Humphreys College	Medical Admin. Assistant
	Medical Office Admin.
Pacific Technical	Medical Secretary
Institute	

Training & Resource Medical Office I & II/Sec. Center

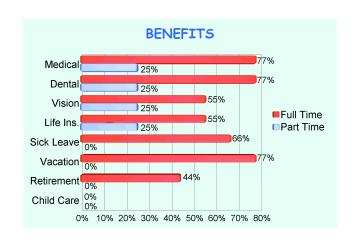
Worldwide Medical Transcription
Educational Services
Merced College Medical Office Program

PHYSICAL THERAPISTS

11 FIRMS - 51 EMPLOYEES

DESCRIPTION

Physical Therapists apply techniques and treatments that help relieve pain, increase the patients strength, and decrease or prevent deformity or crippling.



OES CODE: 323080

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	24.35	30.10	25.70
NEW HIRE EXPERIENCED	24.35	60.00	30.00
3 YEARS EXP WITH FIRM	26.18	60.00	32.00

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation		Small
Projected Growth		6.5% / yr.
Rate of Growth	Much Fa	aster than avg.
Openings due to Grov	vth	7 / yr.
Openings due to Sepa	aration	3 / yr.

WHERE THE JOBS ARE

Health Practitioner Offices	46.5 %
General/Surgical Hospitals	35.7 %
Doctor Offices/Clinics	10.8 %

SUPPLY/DEMAND ASSESSMENT

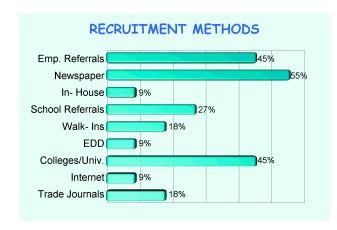
Almost all employers (82%) state that levels of employment for Physical Therapists have remained stable over the last 12 months. Of those hires occurring in the last 12 months, most (67%) were to fill new positions. Many employers (45%) expect growth in the next 24 months.

Employers state that it is very difficult to find employable *inexperienced* applicants, but only moderately difficult to find *fully experienced* and *qualified* applicants.

PHYSICAL THERAPISTS

OES CODE: 323080

11 FIRMS - 51 EMPLOYEES



SPECIFIC SKILLS

Physiology and other physical sciences
Geriatrics, sports medicine, and cardiac rehab.
Traction, exercise, and massage techniques
Physical agents and equipment to affect rehab.
Establish patient treatment programs
Motivate and assist patients to follow program
Instruct patients and families for home care
Supervise aides and assistants
Possess physical strength and mechanical ability
Possess patient contact and interpersonal skills

COMPUTER SKILLS

Few employers (18%) required computer skills.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Physical Therapists must graduate from a committee-approved school of physical therapy and pass a licensure examination administered by the State of California.

Most employers (73%) require or prefer experience and of those, none will accept experience in other occupations or training in lieu of experience.

Some employers (36%) require additional technical or vocational training.

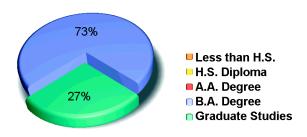
OTHER INFORMATION

Participating employers report that 49% of employees in this occupation are male, and 51% are female. Employers report that 69% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Most employers (73%) do not promote employees in this occupation. For employers that do (27%) promotional opportunities included supervisor, department manager, and director of rehabilitation.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

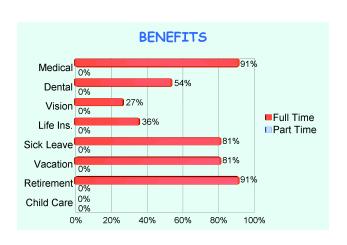
<u>Institution</u>	<u>Program</u>	
MJC / YCCD	Pre-Physical Therapy Prog.	
U.C. Davis	Physical Therapy	

PHYSICIANS' ASSISTANTS

12 FIRMS - 35 EMPLOYEES

DESCRIPTION

Physicians' Assistants provide patient services under the direct supervision and responsibility of a doctor of medicine or osteopathy. They elicit detailed patient histories and do complete physical examinations, reach tentative diagnosis and order appropriate laboratory tests. Nurses or ambulance attendants whose training is limited to the application of first aid are not included.



OES CODE: 325110

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	25.00	33.91	30.58
NEW HIRE EXPERIENCED	23.01	50.00	31.78
3 YEARS EXP WITH FIRM	25.00	60.00	38.36

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Small
Projected Growth	3.6%/ yr.
Rate of Growth	Faster than avg.
Openings due to Growth	3 / yr.
Openings due to Separation	1 / yr.

WHERE THE JOBS ARE

Doctor Offices/Clinics	44.2 %
Chiropractor Offices/Clinics	22.1 %
General/Surgical Hospitals	14.7 %
Optometrist Offices	10.5 %

SUPPLY/DEMAND ASSESSMENT

Most employers (67%) report occupational levels of Physicians' Assistants remained stable over the last 12 months; however, almost all of the vacancies (80%) filled were the result of new positions. Many employers (42%) expect growth in this occupation in the next 24 months.

Employers report it is very difficult to find *fully* experienced and qualified applicants, but only moderately difficult to find employable *inexperienced* applicants.

PHYSICIANS' ASSISTANTS

OES CODE: 325110

12 FIRMS - 35 EMPLOYEES



SPECIFIC SKILLS

Physiology and other physical sciences
Chemistry, pharmacology, and drug interactions
Patient medical data and health history collection
Physical examinations and diagnostic tests
Therapeutic procedures and regimens
Patient progress notes and treatment summaries
Appointment calendars and billing records
Patient contact and interpersonal skills
Minimal computer skills required by employers

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Physicians' Assistants must graduate from a Physician Assistant training program and pass a licensure examination administered by the National Commission on Certification of Physicians' Assistants.

All employers (100%) either required or preferred experience, and most (75%) did not accept training in lieu of experience.

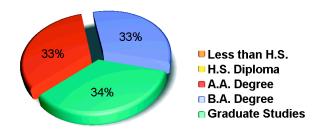
OTHER INFORMATION

Participating employers report that 63% of employees in this occupation are male, and 37% are female. Employers report that 71% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

None of the employers (0%) promote employees in this occupation. Anyone pursuing advancement in medicine would need further education.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

<u>Institution</u>	<u>Program</u>	
Stanford University	Physician's Assistant	
U.C. Davis	Physician's Assistant	

PROPERTY AND REAL ESTATE MANAGERS AND ADMINISTRATORS

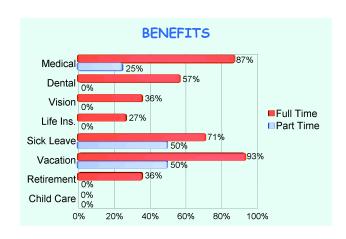
15 FIRMS - 34 EMPLOYEES



OES CODE: 150110

DESCRIPTION

Property and Real Estate Managers and Administrators plan, organize, direct, and control or coordinate real estate property management, purchase, sales and leasing activities. Their work involves management of buildings or properties, management of real estate buying and selling activities for clients or employers, and management of rented or leased housing units, buildings, or land (including rights-of-way). Workers whose duties are not primarily managerial or who are engaged primarily in direct buying or selling of real estate are not included.



WAGES / BENEFITS

88

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	5.75	17.26	9.04
NEW HIRE EXPERIENCED	6.90	17.26	11.51
3 YEARS EXP WITH FIRM	8.82	31.64	13.00

Employers often include rent and utilities as part of a compensation package for Property Managers and Administrators who live on-site.

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Small
1.5% / yr.
Slower than avg.
3 / yr.
3 / yr.

WHERE THE JOBS ARE

Real Estate Offices	39.9 %
Apartment Complexes	22.2 %
Small Apartment Buildings	22.1 %
Mobile Home Parks	7.7 %

SUPPLY/DEMAND ASSESSMENT

All employers (100%) stated that employment levels for Property Managers and Administrators remained stable over the last 12 months, and most of the vacancies (75%) filled during that time were the result of employees leaving. Many employers (40%) expect employment levels to grow over the next 24 months.

Employers report it is moderately difficult to find both employable *inexperienced* and *fully experienced* and *qualified applicants*.

PROPERTY AND REAL ESTATE MANAGERS AND ADMINISTRATORS

OES CODE: 150110



15 FIRMS - 34 EMPLOYEES

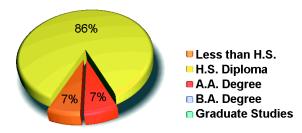


TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Some employers (33%) require Property and Real Estate Managers and Administrators to have prior work experience, however many (47%) prefer experience. Of those employers, many (42%) will accept experience in other occupations. Most employers (67%) requiring experience will not accept training in lieu of experience. Average experience required is 19 months.

Many employers (47%) do not require technical or vocational training.

MINIMUM EDUCATION



SPECIFIC SKILLS

Manage residential, commercial, industrial prop. Negotiate leases, title functions, and escrow Collect deposits, rent, insurance, and other fees Maintain records of sales, rental, or usage Hire and train staff or contract with vendors Direct and coordinate staff or contract personnel Coordinate maintenance, repairs, construction Investigate complaints and resolve problems Purchase building and maintenance supplies

COMPUTER SKILLS

Percent of Firms
73%
55%
36%
27%

OTHER INFORMATION

Participating employers report that 62% of employees in this occupation are female, and 38% are male. Employers report that 88% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Many employers (53%) do not promote employees in this occupation. Of those that do (47%) promotional opportunities were in unspecified supervisory and management positions.

TRAINING OPPORTUNITIES Institution Program

American Business College	Property Management with Real Estate
California Career College	Property Management
Mandah da	Due no entre Management

Worldwide Property Management

Educational Services

TEACHERS, ELEMENTARY SCHOOL

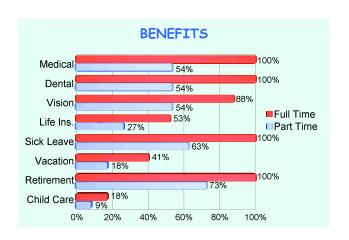
17 FIRMS - 1339 EMPLOYEES



OES CODE: 313050

DESCRIPTION

Elementary School Teachers teach elementary (kindergarten through eighth grade) pupils in public or private schools basic academic, social, and other formative skills. Special Education Teachers who teach only handicapped pupils are not included.



WAGES / BENEFITS

Union (12 of 17)	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	13.30	17.75	15.32
NEW HIRE EXPERIENCED	13.30	22.68	16.04
3 YEARS EXP WITH FIRM	14.64	27.44	19.22
Non - Union (5) Responses	LOW	HIGH	MEDIAN
_	LOW 7.97	HIGH 14.32	MEDIAN 12.84
Responses NEW HIRE			

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Very Large
2.9% / yr.
Faster than avg.
81 / yr.
58 / yr.

WHERE THE JOBS ARE

Elementary Schools 97.6 %

SUPPLY/DEMAND ASSESSMENT

Many employers (41%) experienced growth in employment levels in the last 12 months, while a few (12%) experienced a decline. Most of the positions (74%) filled were the result of employees leaving. Many employers (41%) expect growth to occur over the next 24 months, but none (0%) expect further declines.

Employers report it is very difficult to find *fully* experienced and qualified applicants, but moderately difficult to find employable inexperienced applicants.

TEACHERS, ELEMENTARY SCHOOL

OES CODE: 313050



17 FIRMS - 1339 EMPLOYEES



SPECIFIC SKILLS

Child psychology and child development
Learning strategies and instructional techniques
Curriculum design and testing methods
Classroom discipline and management
Lesson plans, record keeping, and reports
Public contact skills and multicultural awareness
Communicate information and ideas creatively
Work under pressure and act decisively in crisis
Life-long learning and career development

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Teacher, Elementary School, requires licensure as a multiple subject teacher, which is granted after passing background checks and the California Basic Education Test. Emergency Credentials may be issued under certain circumstances, with the understanding that full credentialing is being sought.

Many employers (47%) do not require experience. Many employers (56%) requiring or preferring experience will not accept training in lieu of experience.

Although many employers (59%) did not require additional technical or vocational training, minimum education required by almost all employers (88%) is a bachelor's degree.

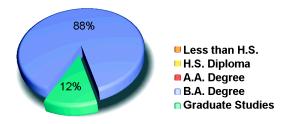
OTHER INFORMATION

Participating employers report that 83% of employees in this occupation are female, and 17% are male. Employers report that 97% of workers in this occupation work full-time.

PROMOTIONAL OPPORTUNITIES

Most employers (65%) do promote employees in this occupation. Possible positions for advancement included mentor teacher, vice principal, and principal.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

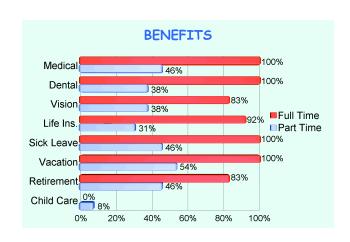
<u>Institution</u>	<u>Program</u>
Chapman University	Single Subject Cred. Special Education Cred. Clear Credential
CSUS	Single Subject Cred. Special Education Cred. Clear Credential Liberal Studies Degree
MJC / YCCD	Liberal Studies
Merced College	Liberal Studies

TELLERS

15 FIRMS - 213 EMPLOYEES

DESCRIPTION

Tellers receive and pay out money, and keep records of money and negotiable instruments involved in various financial institutions' transactions.



OES CODE: 531020

WAGES / BENEFITS

Non - Union Responses only	LOW	HIGH	MEDIAN
NEW HIRE NO EXPERIENCE	5.75	9.35	6.88
NEW HIRE EXPERIENCED	6.23	10.58	7.73
3 YEARS EXP WITH FIRM	7.19	15.00	9.62

Supplemental Assessment

As described in the Supply / Demand Assessment, the occupation of Teller is currently in a mode which conflicts with the Occupational Forecast. Forecasts are based on state projections over a 7 year period, while the supply/ demand assessment is based on current responses of employers. This may be an indication that this occupation is no longer in a decline mode.

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Large
Projected Growth	-1.5 % / yr.
Rate of Growth	Slow Decline
Openings due to Growth	-7 / yr.
Openings due to Separation	18 / yr.

WHERE THE JOBS ARE

National Commercial Banks	47.4 %
State Commercial Banks	19.1 %
Savings Institutions (Except Fed.)	11.1 %
Savings Institutions (Federal)	9.0 %

SUPPLY/DEMAND ASSESSMENT

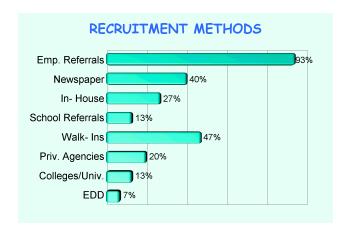
Some employers (33%) reported that employment levels of Tellers grew over the last 12 months, but most (60%) state levels remained stable. Many of the vacancies (49%) filled were the result of employees leaving, but some (33%) were due to new positions. Many employers (40%) expect growth in this occupation over the next 24 months.

Employers report that it is very difficult to find fully experienced and qualified applicants, but moderately difficult to find employable inexperienced applicants.

TELLERS

OES CODE: 531020

15 FIRMS - 213 EMPLOYEES



SPECIFIC SKILLS

Basic math and cash handling skills
Record keeping and filing skills
Calculate and balance daily transactions
Customer service and communication skills
Operate a 10-key adding machine
Type at least 30 words per minute
Write legibly, read and follow instructions
Work with close supervision
Stand continuously for 2 or more hours

COMPUTER SKILLS

Required by 8 Firms	Percent of Firms
Word Processing	63%
Industry Specific Software	38%

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Most employers (73%) prefer, but do not require, experience as a Teller. Almost all of those employers (83%) will accept other occupational experience. Most employers (67%) who prefer or require experience will accept technical or vocational training in lieu of experience.

Almost all employers (87%) state that technical or vocational training is not required.

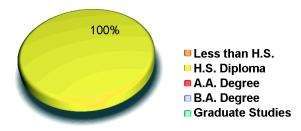
OTHER INFORMATION

Participating employers report that 93% of employees in this occupation are female, and 7% are male. Employers report that 62% of workers in this occupation work part-time.

PROMOTIONAL OPPORTUNITIES

All employers (100%) do promote employees in this occupation. Possible positions for advancement included various specialty positions such as new accounts representative, customer service representative, underwriter, as well as, loan officer and assistant manager.

MINIMUM EDUCATION



TRAINING OPPORTUNITIES

<u>Institution</u> <u>Program</u>

MJC / YCCD Banking Services



ADMINISTRATIVE ASSISTANTS

14 FIRMS - 55 EMPLOYEES

OES CODE: 169167997

DEFINITION

Administrative assistants aid executives by coordinating, analyzing, and improving office services, such as personnel, budget and operating practices. They analyze personnel requirements, study methods of improving performance standards, and analyze jobs for wage and salary adjustments and promotions. They analyze budgetary requirements and expenditures, and study methods to implement cost reduction. They analyze operating practices and create new systems or revise established procedures to simplify and improve reporting procedures, workflow, record keeping systems, forms control, office layout, or suggestion systems. They interpret operating policies, prepare reports with recommendations for solutions of administrative problems, and answer correspondence. They may direct services, such as maintenance, repair, supplies, and mail.

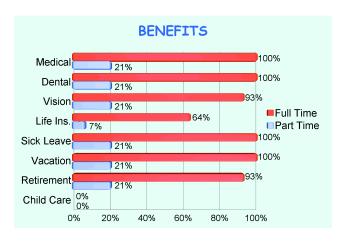
WAGES / FRINGE BENEFITS

UNION FIRMS (3 of 14 - 21%)

011201112	121 10 (3	<u> </u>	<u> </u>
	LOW	HIGH M	1EDIAN
NEW HIRE, NO EXPERIENCE	NA	NA	NA
NEW HIRE, EXPERIENCED	\$11.99	\$15.21	\$12.00
3 YEARS WITH FIRM	\$14.38	\$16.35	\$14.60

NON-UNION FIRMS (11 of 14 - 79%)

NEW LIDE	LOW	HIGH MI	EDIAN
NEW HIRE, NO EXPERIENCE	\$9.25	\$15.25	\$13.94
NEW HIRE, EXPERIENCED	\$10.00	\$25.00	\$13.94
3 YEARS EXP. WITH FIRM	\$12.50	\$28.75	\$18.09



EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation		Small
Projected Growth		15%/Year
Rate of Growth	Much Faste	er than Avg.
Openings Due to Growth	1	7/Year
Openings Due to Separa	tions	8/Year

WHERE THE JOBS ARE

Public Administration	45%
Doctors' Offices / Clinics	29%
Colleges, Universities, Prof. Sch.	15%
Other	11%

SUPPLY/DEMAND ASSESSMENT

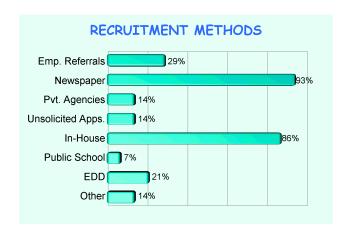
Many employers (57%) report hiring Administrative Assistants in the past twelve months. Many (47%) were hired to fill vacancies resulting from separations, and (40%) were hired to fill new positions resulting from growth.

Employers report that it is *somewhat difficult* to find fully experienced and qualified applicants for this occupation.

Employers report that it is *a little difficult* to find inexperienced applicants for this occupation.

ADMINISTRATIVE ASSISTANTS

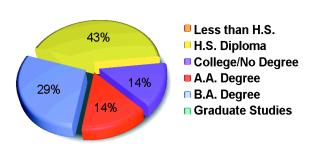
14 FIRMS - 55 EMPLOYEES



TRAINING, EXPERIENCE AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, however most employers (79%) report that clerical work experience in office administration is required. Most employers (64%) will accept training as a substitute for the required work experience. Some employers (36%) prefer a degree in Office Administration as the acceptable substitute for training.

EDUCATION*



^{*} Education of most recent hires as reported by firms

SPECIFIC SKILLS

OES CODE: 169167997

EIDMS DECLIIDING

COMPUTER SKILLS	FIRMS REQUIRING
Word Processing	93%
Spreadsheet	71%
Database	50%
Desktop Publishing	29%

OTHER INFORMATION

COMPLITED SKILLS

PROMOTIONAL OPPORTUNITIES

Most employers (77%) do not promote employees in this occupation. Of the firms that do promote (23%), promotions are to a supervisory or different level of administrative assistant.

Participating employers report that 98% of employees in this occupation are female, and 2% are male.

TRAINING OPPORTUNITIES

INSTITUTION PROGRAM

Computer Tutor

Administrative Asst.

Business Accounting

Business Computers

Markarl Adams Arak

Humphreys College Medical Admin. Asst. Executive Admin. Asst.

Administrative Mgt. Cert.

Worldwide Educ. Svs. General Office Clerk

Accounting/Bookkeeping

YCCD / MJC Business Accounting

Office Automation

Andon College Medical Office Specialist

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

AUTOMOTIVE TECHNICIANS - EXHAUST EMISSIONS

15 FIRMS - 37 EMPLOYEES



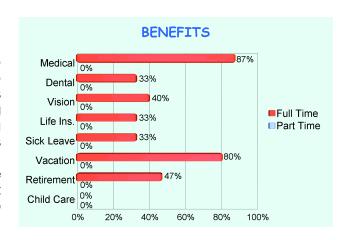
OES CODE: 620281999

DEFINITION

Conducts and evaluates tests on vehicles to check exhaust emissions. Reviews instructions to determine details of test to be performed. Tests vehicle on emissions analyzer. Records identifying data. Performs timing and idle speed tests using gauges, evaluates performance and adjusts performance to manufacturer specifications. Adjusts emissions analyzer settings to vehicle specifications and connects sensors to exhaust system. Starts and operates vehicle according to test program, compares performance with specifications and records results. Calibrates, cleans, and maintains test equipment and recording devises. May diagnose and repair vehicle malfunctions. May install smog control device on tested vehicle.

WAGES / FRINGE BENEFITS

All responses are	from non	-union e	mployers.
•	LOW	HIGH I	MEDÍAN
NEW HIRE, NO EXPERIENCE	\$7.00	\$15.00	\$10.00
NEW HIRE, EXPERIENCED	\$12.00	\$19.25	\$15.00
3 YEARS EXP. WITH FIRM	\$14.00	\$30.00	\$18.00



EMPLOYMENT TRENDS

General Auto Repair Shops

Other

OCCUPATION FORECAST

Size of Occupation		Small
Projected Growth	4.	9%/Year
Rate of Growth	Much Faster T	han Avg.
Openings Due to Growth	1	5/Year
Openings Due to Separa	tions	5/Year
WILEBE TH	E 1000 ADE	
	E JOBS ARE	
Auto Dealership		44%
Auto and Home Supply 9	Stores	24%

SUPPLY/DEMAND ASSESSMENT

Many employers (53%) report hiring Automotive Technicians in the last twelve months. Employers also report that this hiring trend will continue over the next three years.

Employers report that it is *very difficult* to find *fully experienced and qualified* applicants for this occupation.

Employers report that it is *somewhat difficult* to find *inexperienced* applicants for this occupation.

18%

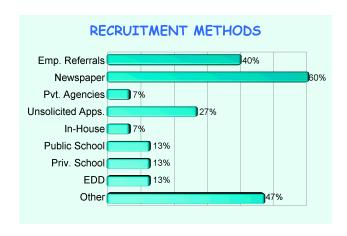
14%

AUTOMOTIVE TECHNICIANS - EXHAUST EMISSIONS

15 FIRMS - 37 EMPLOYEES



OES CODE: 620281999



SPECIFIC SKILLS

COMPUTER SKILLS FIRMS REQUIRING

Emissions Software	100%
Basic Computer Literacy	20%
Word Processing	13%
Database	20%

New skills that may be required in the future will include anti-lock brakes, electronics and computer troubleshooting, splicing fiber-optics, advanced diagnostic skills and changes in the emissions software.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

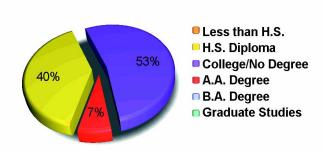
CERTIFICATES REOUIRED

California Smog Cert.	100%
A6, A8, L1 Certificates	28%
ASE Certified Mechanics	28%
Brake & Light Certificates	9%

EXPERIENCE REQUIRED BY EMPLOYERS

Many (40%) require 36 months general mechanical experience. Some (28%) require 24 months and the remainder require at least 18 months experience.

EDUCATION*



^{*} Education of most recent hires as reported by firms.

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Some employers (33%) report that they do promote employees in this occupation. The firms that do promote these employees promote them to some of the following positions: Service Manager, Service Writer, or Store Manager.

Participating employers report that 100% of the employees in this occupation are male.

TRAINING OPPORTUNITIES

PROGRAM
Smog Technician
Smog Technician
Smog Technician
Smog Workshop

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

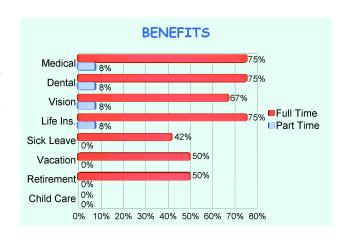
CANNERY WORKERS

12 FIRMS - 9,082 EMPLOYEES

OES CODE: 939350

DEFINITION

Cannery Workers perform any of a variety of routine tasks in canning, freezing, preserving, or packing food products. Their duties may include sorting, grading, washing, peeling, trimming, or slicing agricultural produce.



WAGES / FRINGE BENEFITS

UNION FIRMS (6 of 12 – 50%)

<u>UNIUN FIRMS (0 01 12 - 50%)</u>			
	LOW	HIGH N	1EDÍAN
NEW HIRE, NO EXPERIENCE	\$6.55	\$14.58	\$7.64
NEW HIRE, EXPERIENCED	\$6.55	\$14.58	\$8.03
3 YEARS EXP. WITH FIRM	\$7.70	\$14.58	\$9.03
NON-UNION F	RMS (6 of 12 ·	- 50%)
		HIGH N	
NEW HIRE, NO EXPERIENCE	\$5.75	\$7.50	\$6.30

EMPLOYMENT TRENDS

OCCUPATION FORECAST

<u> </u>	<u> </u>
Size of Occupation	Very Large
Projected Growth	1.1%/Year
Rate of Growth	Slower than Average
Openings Due to Growth	30/Year
Openings Due to Separation	ons 70/Year

WHERE THE JOBS ARE

Canneries	88%
Frozen Food Processing	5%
Dried/Dehydrated Fruit Processing	4%
Other	3%

NOTICE

\$5.75

\$5.75

\$7.50

\$9.25

\$6.63

\$8.12

ALL INFORMATION INCLUDED IN THIS SUMMARY MAY BE AFFECTED BY THE CLOSING AND DOWNSIZING OF MAJOR EMPLOYERS OF CANNERY WORKERS OVER THE NEXT TWO YEARS.

SUPPLY/DEMAND ASSESSMENT

All employers report hiring Cannery Workers in the last twelve months, however most of the employees in this occupation (72%) are seasonal.

Employers report that it is a *little difficult* to find *fully experienced and qualified* applicants for this occupation.

Employers report that it is *a little difficult* to find *inexperienced* applicants for this occupation.

NEW HIRE, EXPERIENCED

3 YEARS EXP.

WITH FIRM

CANNERY WORKERS

12 FIRMS - 9,082 EMPLOYEES

RECRUITMENT METHODS Emp. Referrals Newspaper Pvt. Agencies Unsolicited Apps. In-House Priv. School 8% EDD Other 8%

SPECIFIC SKILLS

OES CODE: 939350

Food handling, sanitation, and safety are reported as the primary concerns of the employers of this occupation.

Employers also report that the ability to speak English, and literacy in the English Language are the skills that will be needed to perform the functions of this occupation over the next three years.

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most firms (75%) report that employees described in this survey are entry level employees and can be promoted to a variety of occupations. Titles such as line supervisor, floor supervisor, and lead workers are common. Other promotional opportunities reported expand into the maintenance, and transportation/delivery areas.

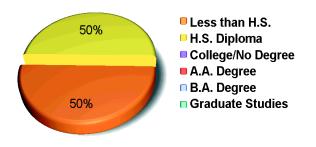
Participating employers report that 58% of employees in this occupation are female, and 42% are male.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, and half of the firms reported that there is no work experience required for this occupation either.

Almost all employers (92%) reported that any training in handling of food products would be acceptable as a substitute for work experience.

EDUCATION*



TRAINING OPPORTUNITIES

INSTITUTION

PROGRAM

YCCD / MJC

Food Occupations Food Processing

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

^{*} Education of most recent hires is reported by firms.

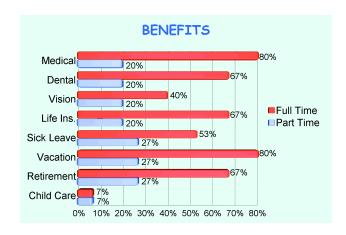
CASHIERS

15 FIRMS - 449 EMPLOYEES

OES CODE: 490230

DEFINITION

Cashiers receive and disburse cash payments, handle credit transactions, make change, issue receipts, and balance the tender drawer in a variety of establishments. Their work usually involves the use of adding machines, cash registers, and change makers.



WAGES / FRINGE BENEFITS

UNION FIRMS (3 of 15 – 20%)

<u>0111011 111113 (3 01 13 20 70)</u>			
	LOW	HIGH	MEDÍAN
NEW HIRE, NO EXPERIENCE	\$5.75	\$6.80	\$6.00
NEW HIRE, EXPERIENCED	\$6.20	\$6.80	\$6.50
3 YEARS EXP. WITH FIRM	\$7.50	\$11.00	\$8.33

NON-UNION (12 of 15 - 80%)

NON-ONIO	/IN (12 ()I 15 — (SU%o)
			MEDIAN
NEW HIRE, NO EXPERIENCE	\$5.75	\$14.75	\$5.75
NEW HIRE, EXPERIENCED	\$5.75	\$16.75	\$6.25
3 YEARS EXP. WITH FIRM	\$6.00	\$20.75	\$8.25

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Very Large
Projected Growth	2.5%/Year
Rate of Growth	Average
Openings Due to Growth	93/Year
Openings Due to Separations	199/Year

WHERE THE JOBS ARE

Grocery Stores	36%
Drug and Proprietary Stores	31%
Lumber and Building Materials	8%
Other	25%

SUPPLY/DEMAND ASSESSMENT

All employers report hiring Cashiers in the last twelve months.

Many (50%) were hired to fill vacancies resulting from separations, 41% were hired to fill vacancies resulting from growth, and 9% were hired to fill vacancies resulting from promotions.

Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

Employers report that it is *a little difficult* to find *inexperienced* applicants for this occupation.

CASHIERS

15 FIRMS - 449 EMPLOYEES



SPECIFIC SKILLS

OES CODE: 490230

A few employers (14%) required word processing skills, but most employers only require those skills necessary to run a cash register and create a rapport with the public.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, however most employers (67%) report that experience in either cashier positions or customer service occupations is required. Almost all employers (93%) will accept training as a substitute for the required work experience.

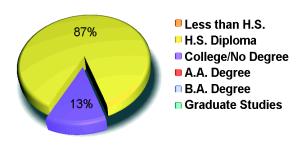
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most firms reporting (73%) promote cashiers to higher level positions. The most common positions are either supervision of other cashiers or store management.

Participating employers report that 67% of employees in this occupation are female, and 33% are male.





TRAINING OPPORTUNITIES

INSTITUTION

PROGRAM

Central Valley Opportunity Center Cashier-Retail Sales

Worldwide Educational Services

Retail

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

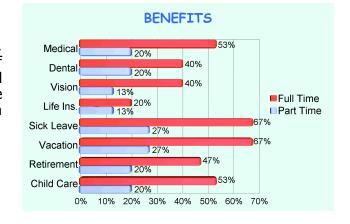
^{*} Education of most recent hires as reported by firms.

CHILD CARE WORKERS

15 FIRMS - 241 EMPLOYEES

DEFINITION

Child Care Workers attend children at school, business, and institutions performing a variety of tasks, such as dressing, feeding, bathing, and overseeing play. This occupation does not include workers whose primary function is to teach in a structured setting.



OES CODE: 680380

WAGES / FRINGE BENEFITS

LOW HIGH MEDIAN

NEW HIRE,

NO EXPERIENCE \$5.75 \$7.00 \$5.75

NEW HIRE,

EXPERIENCED \$5.75\$7.75 \$6.25

3 YEARS EXP.

WITH FIRM \$5.75 \$10.50 \$7.00

Union firms pay at top of wage range for all categories.

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Small
Projected Growth	1.9%/Year
Rate of Growth	Faster Than Avg.
Openings Due to Growth	4/Year
Openings Due to Separations	2/Year

WHERE THE JOBS ARE

Day Care Facilities	33%
Residential Care Facilities	33%
Elementary Schools	16%
Other	18%

SUPPLY/DEMAND ASSESSMENT

Most employers (73%) report hiring Child Care Workers in the last twelve months.

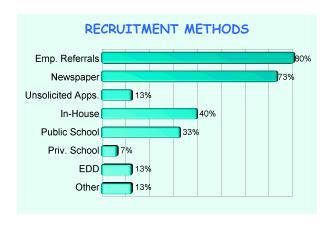
Most (64%) were hired to fill vacancies resulting from separations, 18% were hired to fill vacancies resulting from growth, 16% were hired to fill vacancies resulting from promotions, and 2% were hired as temporary.

Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

Employers report that it is a *little difficult* to find *inexperienced* employees for this occupation.

CHILD CARE WORKERS

15 FIRMS - 241 EMPLOYEES



SPECIFIC SKILLS

OES CODE: 680380

A few employers (13%) require CPR and first aid certification for their employees, and 47% require a minimum of twelve (12) units of Child Development coursework.

Employers report that the new skills needed to perform this occupation over the next three years will be the ability to work with behaviorally disordered children.

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most employers (73%) report that they do promote Child Care Workers to higher level positions. Some promotions are to other levels of child care or teaching positions and some are to supervisory or management positions.

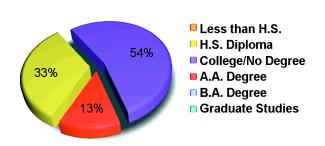
Participating employers report that 79% of the employees in this occupation are female, and 21% are male.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

In general there are no certificates or licenses required for child care workers in normal day care; however, certain certifications are required to care for Developmentally Disabled Children.

Most employers (67%) require experience working with children. Almost all employers (87%) will accept education/training as a substitute for experience.

EDUCATION*



TRAINING OPPORTUNITIES

INSTITUTION

PROGRAM

Merced College

Early Childhood Educ.

YCCD / MJC

Child Dev/ Family Child Dev/Infant-Toddler Child Dev/Preschool Child Dev/ School Age Child.

* Education of most recent hires as reported by firms.

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

COMPUTER NETWORK TECHNICIANS

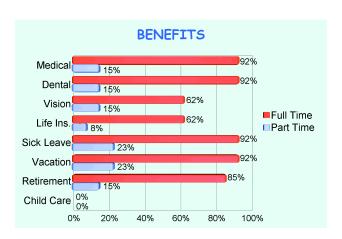
13 FIRMS - 39 EMPLOYEES



OES CODE: 033162996

DEFINITION

Computer Network Technicians install and maintain personal computers and connect them to local and/or wide area networks (LAN's/WAN's). Technicians perform trouble shooting, diagnosis, and repair of computers and peripheral equipment; they also work on net network related hardware and software problems. They may assign passwords, use manuals, maintain a variety of logs and communicate with network managers or others about specific system problems. In addition, they may provide training and education to other staff on network operations, applications, and usage.



WAGES / FRINGE BENEFITS

UNION FIRMS	(9 of 13 - 69%)
--------------------	-------------------

	LOW	HIGH	MEDÍAN
NEW HIRE, NO EXPERIENCE	\$8.00	\$16.44	\$10.41
NEW HIRE, EXPERIENCED	\$9.56	\$16.93	\$14.38
3 YEARS EXP. WITH FIRM	\$9.56	\$19.98	\$16.66

)

NON-UNION	FIRMS	(4 of 13	- 31%)
	LOW	HIGH N	MEDIAN Î
NEW HIRE, NO EXPERIENCE	NA	NA	NA
NEW HIRE, EXPERIENCED	\$15.50	\$24.00	\$17.26
3 YEARS EXP. WITH FIRM	\$17.00	\$27.50	\$21.08

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Small
Projected Growth	3.9%/Year
Rate of Growth	Much Faster Than Avg.
Openings Due to Growth	ı 12/Year
Openings Due to Separa	tion 4/Year

WHERE THE JOBS ARE

44%
38%
10%
8%

SUPPLY/DEMAND ASSESSMENT

Most employers (70%) report hiring Computer Network Technicians in the last twelve months.

A few (18%) were hired to fill vacancies resulting from separations, 55% were hired to fill vacancies resulting from growth, 9% were hired to fill vacancies resulting from promotions, and 18% were hired as temporary.

Employers report that it is a little difficult to find fully experienced and qualified applicants for this occupation.

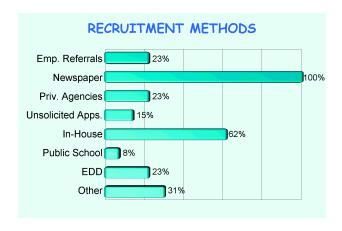
Employers report that it is a little difficult to find *inexperienced* applicants for this occupation.

COMPUTER NETWORK TECHNICIANS

13 FIRMS - 39 EMPLOYEES



OES CODE: 033162996



SPECIFIC SKILLS

COMPUTER SKILLS	FIRMS REQUIRING:
Spreadsheet Word Processing Database Desktop Publishing Other Network (LAN/WAN)	77% 85% 92% 38% 54% 31%

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Many employers (54%) do promote Computer Network Technicians to other computer based occupations; however, almost as many (46%) do not promote Computer Network Technicians.

Participating employers report that 5% of employees in this occupation are female, and 95% are male.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, but employers report that experience is required.

All employers report that experience in the operation of PC's is required, and many (46%) report that network experience is required.

Almost all employers (85%) will accept training as a substitute for the required experience. Many (53%) state that the acceptable level of training is a degree in Computer Science.

TRAINING OPPORTUNITIES

INSTITUTION PROGRAM

Advanced Career	Network/LAN Spec.
Tech Institute	Network Systems Support

Heald College Microsoft Windows NT Novell Network / CNE

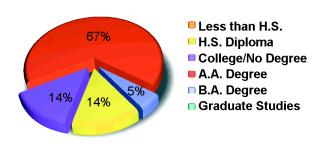
Infotech Cert. Network Admin. (CAN) Cert. Network Engineer (CNE)

Northwestern **Novell CNE** Novell CNE/NT Tech. College

Worldwide Educ. Network Admin I Services Network Admin II

FURTHER INFORMATION ON TRAINING OPPOR-TUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

EDUCATION*



^{*} Education of most recent hires as reported by firms.

Stanislaus County 1998 107

COMPUTER SUPPORT SPECIALISTS

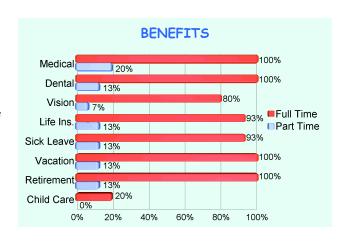
15 FIRMS - 60 EMPLOYEES



OES CODE: 251040

DEFINITION

Computer Support Specialists provide technical assistance and training to computer system users. Investigate and resolve computer software and hardware problems of users. Answer client inquiries in person and via telephone concerning the use of computer hardware and software, including printing, word processing, programming languages, electronic mail, and operating systems.



WAGES / FRINGE BENEFITS

UNION FIRMS (4 of 15 – 27%)

LOW HIGH MEDÍAN
NEW HIRE,
NO EXPERIENCE \$11.88 \$14.41 \$13.25

NEW HIRE,
EXPERIENCED \$12.23 \$16.87 \$13.99

3 YEARS EXP.
WITH FIRM \$14.43 \$20.04 \$15.85

NON-UNION FIRMS (11 of 15 – 73%)

LOW HIGH MEDIAN

NEW HIRE,
NO EXPERIENCE \$9.75 \$16.00 \$15.82

NEW HIRE,
EXPERIENCED \$11.75 \$21.50 \$18.37

3 YEARS EXP.
WITH FIRM \$14.75 \$23.00 \$21.58

EMPLOYMENT TRENDS

OCCUPATION TRENDS

Size of Occupation Small
Projected Growth 1.3%/Year
Rate of Growth Slower Than Avg.
Openings Due to Growth 1/Year
Openings Due to Separation .5/Year

WHERE THE JOBS ARE

37%
10%
10%
43%

SUPPLY/DEMAND ASSESSMENT

Most employers (60%) report hiring Computer Support Specialists in the last twelve months.

Some (33%) were hired to fill vacancies resulting from separations, 50% were hired to fill vacancies resulting from growth, 8% were hired to fill vacancies resulting from promotions, and 8% were hired as temporary.

Employers report that it is a *little difficult* to find *fully experienced and qualified* applicants for this occupation.

COMPUTER SUPPORT SPECIALISTS

15 FIRMS - 60 EMPLOYEES



OES CODE: 251040



SPECIFIC SKILLS

COMPUTER SKILLS FIRMS REQUIRING:

Spreadsheet Word Processing Database Desktop Publishing	80% 80% 93% 40%
Other	33%

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most employers (73%) do promote Computer Support Specialists to other computer oriented positions.

Participating employers report that 42% of employees in this occupation are female, and 58% are male.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, however ALL employers report that work experience in computers is required.

Most (73%) will accept training as a substitute for work experience. Some (33%) require either a certificate of training or an Associate Degree in Computer Science, while some (27%) require a Bachelors Degree in Computer Science.

EDUCATION*

13%

33%

41%

13%

Less than H.S.

H.S. DiplomaCollege/No Degree

■ A.A. Degree
■ B.A. Degree

■ Graduate Studies

TRAINING OPPORTUNITIES

INSTITUTION PROGRAM

Advanced Career Tech Institute Microcomputer Support Computer Systems Support Applications Support

Hardware/Software Support

Heald College Con

Computer Technology

Infotec

Microsoft Cert. Specialist

YCCD / MJC

Computer Science

Cal State Stanislaus

Computer Science

* Education of most recent hires as reported by firms.

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

COOKS - RESTAURANT

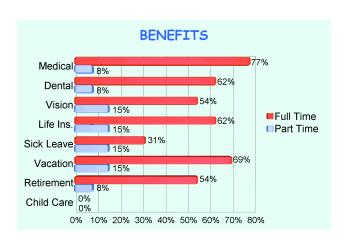
13 FIRMS - 137 EMPLOYEES



OES CODE: 650260

DEFINITION

Restaurant Cooks prepare, season, and cook soups, meats, vegetables, desserts, and other foodstuffs in restaurants. They may order supplies, keep records and accounts, price items on a menu, or plan the menu.



WAGES / FRINGE BENEFITS

All responses are from non-union employers LOW HIGH MEDIAN NEW HIRE, NO EXPERIENCE \$5.75 \$7.75 \$6.00 NEW HIRE, **EXPERIENCED** \$6.50 \$8.50 \$7.50 3 YEARS EXP. WITH FIRM \$7.75 \$12.00 \$9.00

EMPLOYMENT TRENDS

OCCUPATION	FORECAST
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Size of Occupation	Large
Projected Growth	3.8%/Year
Rate of Growth	Much Faster Than Avg.
Openings Due to Growth	23/Year
Openings Due to Separa	tion 21/Year

WHERE THE JOBS ARE

Eating Places	8/%
Membership/ Sports Clubs	8%
Hotels / Motels	5%

SUPPLY/DEMAND ASSESSMENT

Almost all employers (92%) report hiring Cooks in the last twelve months.

Almost all (80%) were hired to fill vacancies resulting from separations, 6% to fill positions resulting from growth, and 14% were hired to fill vacancies resulting from promotions.

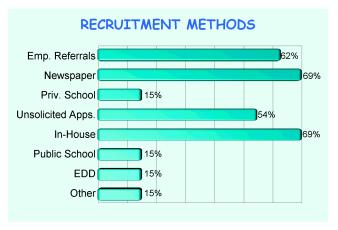
Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

COOKS - RESTAURANT





OES CODE: 650260



SPECIFIC SKILLS

Physical abilities required for this occupation include: the ability to stand for long periods of time, to lift at least thirty pounds, and work under pressure.

The ability to plan and prepare ethnic food to work in the many restaurants that specialize in ethnic cuisine.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, however most employers (77%) report that experience as a cook is required prior to employment. Almost all employers (92%) report that they will accept training as a substitute for the required work experience.

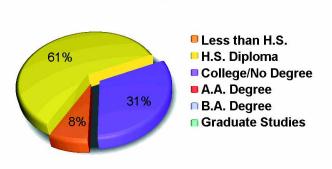
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most employers (77%) report that they do promote Cooks to higher level positions. Most positions are supervisory, training, or management.

Participating employers report that 20% of employees in this occupation are female, and 80% are male.

EDUCATION*



TRAINING OPPORTUNITIES

INSTITUTION

PROGRAM

YCCD / MJC

Food Service

* Education of most recent hires as reported by firms.

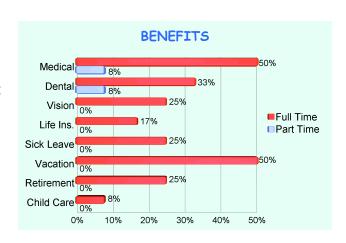
FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

COUNTER AND RENTAL CLERKS

12 FIRMS - 108 EMPLOYEES

DEFINITION

Counter and Rental Clerks receive articles and/ or orders for services, such as rentals, repairs, dry-cleaning, and storage. They may compute cost and accept payment.



OES CODE: 490170

WAGES / FRINGE BENEFITS

All responses are from non-union employers.

All responses are n		HIGH M	
NEW HIRE, NO EXPERIENCE	\$5.75	\$7.00	\$5.75
NEW HIRE, EXPERIENCED	\$5.75	\$12.00	\$6.00
3 YEARS EXP. WITH FIRM	\$6.00	\$13.00	\$6.88

EMPLOYMENT TRENDS

OCCUPATION FORECAST

<u> </u>	<u> </u>
Size of Occupation	Medium
Projected Growth	2.9%/Year
Rate of Growth	Faster Than Avg.
Openings Due to Growth	12/Year
Openings Due to Separation	14/Year

WHERE THE JOBS ARE

Video Tape Rental	28%
Heavy Constr./Equip. Rental/Lease	27%
Amusement/Recreation Facilities	10%
Other	14%

SUPPLY/DEMAND ASSESSMENT

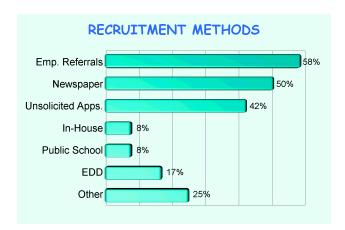
Almost all employers (92%) report hiring Counter or Rental Clerks in the last twelve months.

Some (36%) were hired to fill vacancies resulting from separations, 26% to fill vacancies resulting from growth, and 38% were hired to fill vacancies resulting from promotions.

Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

COUNTER AND RENTAL CLERKS

12 FIRMS - 108 EMPLOYEES



SPECIFIC SKILLS

OES CODE: 490170

A few employers report that word processing (17%) and database skills (8%) are required.

The ability to stand for long periods of time, to lift, push, pull and work with heavy equipment. The ability to work with the public, supervisors and peers.

Knowledge of calculators, cash registers, sales techniques, and the product/inventory.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, however some employers (33%) require work experience in customer service or occupations specific to the type of industry.

Almost all employers (83%) report that they accept training as a substitute for the required work experience.

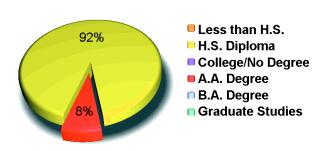
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Many employers (58%) report that they do promote Counter and Rental Clerks to higher level positions. Most promotions are to supervisory levels in the same occupation.

Participating employers report that 69% of employees in this occupation are female, and 31% are male.

EDUCATION*



TRAINING OPPORTUNITIES

INSTITUTION

PROGRAM

Central Valley Opportunity Center Cashier, Retail Sales

Worldwide Educ. Svs.

Customer Svs. Rep. Retail Sales

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

^{*} Education of most recent hires as reported by firms.

DENTAL ASSISTANTS

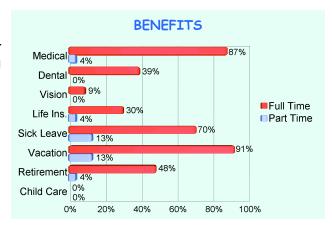
23 FIRMS - 135 EMPLOYEES



OES CODE: 660020

DEFINITION

Dental Assistants assist the Dentist at the chair by preparing patients and equipment, keeping records, and performing related duties as required.



WAGES / FRINGE BENEFITS

All responses are from non-union employers.

LOW HIGH MEDIAN

NEW HIRE, NO EXPERIENCE \$5.75 \$11.50 \$7.50

NEW HIRE,

EXPERIENCED \$7.50 \$13.00 \$9.50

3 YEARS EXP.

WITH FIRM \$8.25 \$15.00 \$11.00

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation Medium
Projected Growth 4.8%/Year
Rate of Growth Much Faster Than Avg.
Openings Due to Growth 18/Year
Openings Due to Separation 13/Year

WHERE THE JOBS ARE

Dental Offices / Clinics 88% Temporary Emp. Agencies 12%

SUPPLY/DEMAND ASSESSMENT

Many employers (48%) report hiring Dental Assistants in the last twelve months.

Many (48%) were hired to fill vacancies resulting from separations, 39% to fill positions resulting from growth, 6% resulting from promotions, and 6% were hired as temporary.

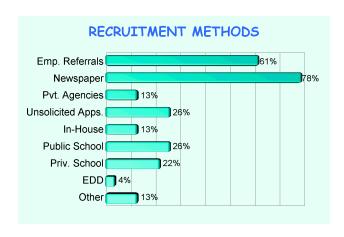
Employers report that it is a little difficult to find fully experienced and qualified applicants for this occupation.

DENTAL ASSISTANTS

23 FIRMS - 135 EMPLOYEES



OES CODE: 660020



SPECIFIC SKILLS

COMPUTER SKILLS	FIRMS REQUIRING
Spreadsheet Word Processing	4% 22%
Database	4%
Scheduling/Billing Software	78%

EXPERIENCE

Almost all employers (83%) require work experience as a Dental Assistant.

Almost all employers (87%) will accept training as a substitute for the required work experience.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are two levels of certificates for Dental Assistants.

The Dental Assistant Certificate is a confirmation of graduation from a Dental Assisting Program. Many employers (35%) require this certification.

The Registered Dental Assistant is a California State issued Certificate confirming graduation from an approved Dental Assisting Program or eighteen (18) months experience/on the job training as a Dental Assistant and possession of a Dental Assisting X-ray License. Many employers (52%) require this certification.

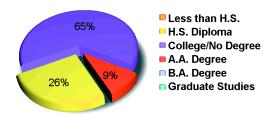
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Almost all employers (83%) report that they do not promote Dental Assistants to a higher level position. Those that do (17%) promote to supervisory positions.

Participating employers report that 99% of employees in this occupation are female, and 1% are male.

EDUCATION*



TRAINING OPPORTUNITIES

INSTITUTION	<u>PROGRAM</u>
Galen College	Dental Assistant
High Tech Institute	Dental Assistant
YCCD / MJC	Dental Assistant
Western Career College	Dental Assistant

* Education of most recent hires as reported by firms

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

FOOD SERVICE MANAGERS

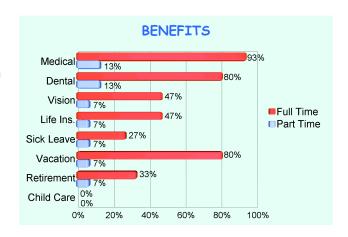
15 FIRMS - 51 EMPLOYEES



OES CODE: 150261

DEFINITION

Food Service Managers plan, organize, direct, control, or coordinate activities of an organization or department that serves food and/or beverages. Includes Food and Beverage Directors.



WAGES / FRINGE BENEFITS

All responses are from non-union employers. LOW HIGH MEDIAN NEW HIRE, NO EXPERIENCE \$7.00 \$15.25 \$8.85 NEW HIRE, **EXPERIENCED** \$7.00 \$15.75 \$11.19 3 YEARS EXP. WITH FIRM \$8.50 \$23.25 \$12.79

EMPLOYMENT TRENDS

OCCUPATION FORECAST

<u>00001711011101</u>	<u>LCAST</u>
Size of Occupation	Medium
Projected Growth	3.9%/Year
Rate of Growth	Faster Than Avg.
Openings Due to Growth	13/Year
Openings Due to Separations	9/Year
	·
WHERE THE JORG ARE	

WHERE THE JOBS ARE

Restaurants,	Eating-Places	95%
Tavern/Bars,	Drinking-Places	5%

SUPPLY/DEMAND ASSESSMENT

Most employers (71%) report hiring Food Service Managers in the last twelve months.

Many (52%) were hired to fill vacancies resulting from separations, 24% were hired to fill vacancies resulting from growth, and 24% were hired to fill positions created by promotions.

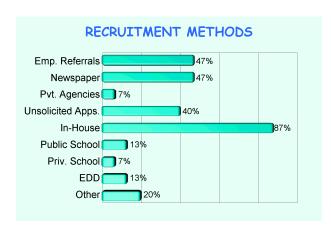
Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

FOOD SERVICE MANAGERS

15 FIRMS - 51 EMPLOYEES



OES CODE: 150261



SPECIFIC SKILLS

COMPUTER SKILLS FIRMS REQUIRING: Word Processing 21% Spreadsheet 29% Database 14% Other (i.e. time mgt., point of sale) 13%

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, however many employers (53%) report that work experience in the occupation is "ALWAYS" required.

Almost all employers (93%) will accept training as a substitute for the required work experience.

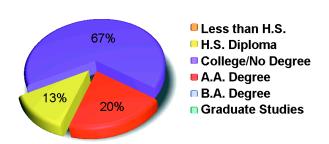
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Many employers (53%) do promote employees from lower positions into management positions, and promote managers to higher levels of management as well.

Participating employers report that 43% of employees in this occupation are female and 57% are male.

EDUCATION*



TRAINING OPPORTUNITIES

<u>INSTITUTION</u>

PROGRAM

YCCD / MJC

Food Service Supervisor Food Service Manager Institutional Food Service Supv. Institutional Food Service Mgr. School Food Service Supv. School Food Service Mgr.

* Education of most recent hires as reported by firms

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

GUARDS AND WATCH GUARDS

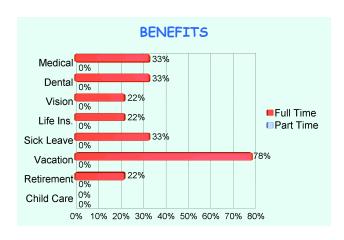
9 FIRMS - 160 EMPLOYEES



OES CODE: 630470

DEFINITION

Guards and Watch Guards stand at entrance gates or walk about premises of business or industrial establishments or private residences to prevent theft, violence, or infractions of rules. They guard property against fire, theft, vandalism, and illegal entry. They direct patrons or employees and answer questions relative to services of establishments. They control traffic to and from buildings and grounds.



WAGES / FRINGE BENEFITS

All responses are from non-union employers.

, iii responses and n		HIGH M	
NEW HIRE, NO EXPERIENCE	\$5.75	\$7.00	\$5.80
NEW HIRE, EXPERIENCED	\$5.75	\$7.50	\$6.00
3 YEARS EXP. WITH FIRM	\$5.75	\$9.00	\$7.25

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Large
Projected Growth	3.2%/Year
Rate of Growth	Faster Than Avg.
Openings Due to Growth	23/Year
Openings Due to Separations	15/Year

WHERE THE JOBS ARE

Detective/Security Services	95%
Wine/Beer/Spirits Manufacture	2%
Other	3%

SUPPLY/DEMAND ASSESSMENT

Almost all employers (89%) report hiring Guards or Watch Guards in the last twelve months.

Some (31%) were hired to fill positions resulting from separations, 46% were hired to fill positions resulting from growth, 10% to fill positions resulting from promotions, and 13% were hired as temporary.

Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

GUARDS AND WATCH GUARDS

9 FIRMS - 160 EMPLOYEES



OES CODE: 630470



SPECIFIC SKILLS

The ability to work under difficult conditions, in all forms of weather, and at variable hours. To be able to stand or walk for long periods of time; to work independently, and to interact with the public and diffuse potentially violent situations, and to exercise good judgment.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

To work as a Guard or Watch Guard the employee must obtain a "Guard Card", a certification that the employee has completed the "Powers to Arrest" manual and passed an examination on the manual with a score of 100%. The manual and test are provided by the employers.

Many employers (55%) require work experience in some form of security service.

Almost all employers (99%) accept training as a substitute for the required work experience.

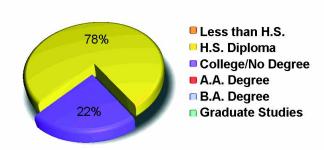
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Almost all employers (89%) report that they do promote Guards or Watch Guards to higher level positions, most are supervisory positions within the same occupation.

Participating employers report that 13% of employees in this occupation are female, and 87% are male.

EDUCATION*



* Education of most recent hires as reported as firms.

TRAINING OPPORTUNITIES

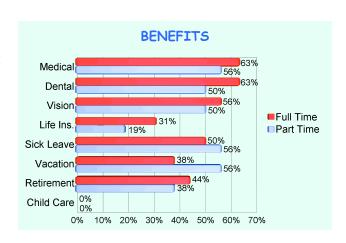
Training is provided either through prior experiences (e.g. military training or police academies) or by the employers.

INSTRUCTIONAL AIDES

16 FIRMS - 971 EMPLOYEES

DEFINITION

Instructional Aides work under the direct supervision of classroom teachers to assist the teacher in instructional tasks, and activities involving games, sports, arts and crafts. They also do routine clerical tasks such as record keeping, maintaining classroom supplies, and operating office equipment. They may assist teachers with the instruction of mentally or physically handicapped pupils.



OES CODE: 315211

WAGES / FRINGE BENEFITS

UNION FIRMS (10 of 16 – 63%)

OITE OIT I TIXE	O (I O	<u> </u>	55 / 6 /
	LOW	HIGH	MEDÍAN
NEW HIRE, NO EXPERIENCE	\$6.66	\$16.59	\$8.43
NEW HIRE, EXPERIENCED	\$7.50	\$17.85	\$9.12
3 YEARS EXP. WITH FIRM	\$8.50	\$18.29	\$9.77

NON-UNION F	IRMS	(6 of 16 -	- 37%)
NEWLATER	LOW	HIGH N	1EDIAN
NEW HIRE, NO EXPERIENCE	\$6.00	\$9.75	\$8.22
NEW HIRE, EXPERIENCED	\$6.00	\$11.00	\$8.63
3 YEARS EXP. WITH FIRM	\$7.00	\$11.75	\$9.12

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Very Large
Projected Growth	3.5%/Year
Rate of Growth	Faster than Avg.
Openings Due to Growth	54/Year
Openings Due to Separations	23/Year

WHERE THE JOBS ARE

Elementary/Secondary Schools	87%
Day Care Facilities	10%
Jr. College/Technical Schools	3%

SUPPLY/DEMAND ASSESSMENT

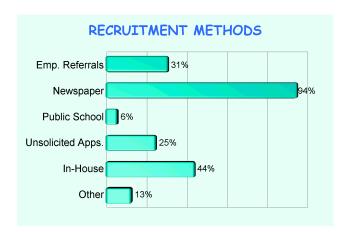
Almost all employers (88%) report hiring Instructional Aides in the last twelve months.

Some (38%) were hired to fill vacancies resulting from separations, 16% to fill vacancies resulting from growth, 25% resulting from promotions, and 21% were hired as temporary or seasonal.

Employers report that it is a *little difficult* to find *fully experienced and qualified* applicants for this occupation.

INSTRUCTIONAL AIDES

16 FIRMS - 971 EMPLOYEES



SPECIFIC SKILLS

OES CODE: 315211

Some employers (25%) require word processing skills as the only computer skills required.

Most important are communication skills and patience when working with children. The ability to handle potentially violent or crisis situations, and knowledge of teaching principles are also important.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation; however, all applicants must pass a background investigation including a fingerprint check for criminal records.

Many employers (56%) require some work experience with children and a high school diploma.

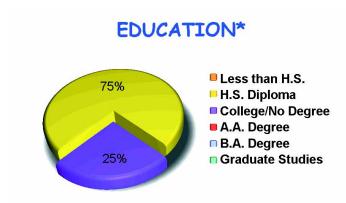
Almost all employers (94%) will accept training as a substitute for the required work experience.

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most employers (63%) report that they do not promote Instructional Aides to higher level positions. Some (37%) promote Instructional Aides to other positions not related to this occupation such as Administrative Assistant or other clerical occupations.

Participating employers report that 96% of employees in this occupation are female, and 4% are male.



* Education of most recent hires as reported by firms.

TRAINING OPPORTUNITIES

Programs that provide a high school diploma or experience working with children, and Child Development Courses apply to this occupation.

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

LICENSED VOCATIONAL NURSES

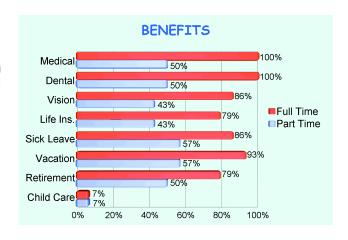
14 FIRMS - 476 EMPLOYEES



OES CODE: 325050

DEFINITION

Licensed Vocational Nurses care for ill, injured, convalescent, and handicapped persons in hospitals, clinics, private homes, sanitariums and similar institutions.



WAGES/ FRINGE BENEFITS

All responses are from non-union employers.

LOW HIGH MEDIAN
NEW HIRE,
NO EXPERIENCE \$9.50 \$15.00 \$13.50

TO EXILITIES

NEW HIRE, EXPERIENCED \$10.50 \$15.50 \$14.25

3 YEARS EXP.

WITH FIRM \$11.25 \$17.00 \$15.43

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation Large
Projected Growth 3.6%/Year
Rate of Growth Faster than Avg.
Openings Due to Growth
Openings Due to Separations 19/Year

WHERE THE JOBS ARE

General Service Hospitals	52%
Skilled Nursing Facilities	27%
Home Health Organizations	14%
Other	7%

SUPPLY/DEMAND ASSESSMENT

All employers report that they have hired Licensed Vocational Nurses in the last twelve months.

Most (62%) were hired to fill vacancies resulting from separations, 25% were hired to fill vacancies resulting from growth, 7% due to promotions, and 6% were hired as temporary or seasonal.

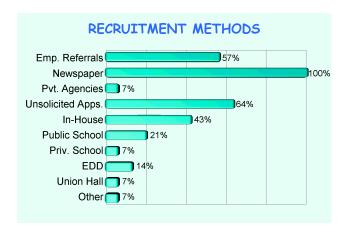
Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

LICENSED VOCATIONAL NURSES

14 FIRMS - 476 EMPLOYEES



OES CODE: 325050



SPECIFIC SKILLS

In addition to the required medical training, employers also look for word processing skills (29%) and database skills (14%), as medical charting becomes more computerized.

Important skills include the ability to work well with peers, supervisors, and subordinates in the stratified field of medicine. The ability to work under stress and to handle crisis and emergency situations involving not only patients, but also family and other general population.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

This occupation requires a Vocational Nursing License issued by the State of California. The Vocational Nursing License is issued to those who meet the education/experience requirements of the Licensed Vocational Nursing Board.

In addition most employers (79%) require work experience specific to their type of facility.

Most employers do accept training as a substitute for the required work experience.

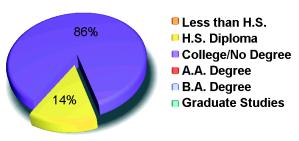
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most employers (62%) report that they do promote Licensed Vocational Nurses to higher level positions. Most are promoted to positions as supervisors or quality assurance positions.

Participating employers report that 88% of the employees in this occupation are female, and 12% are male.

EDUCATION*



TRAINING OPPORTUNITIES

INSTITUTION	PROGRAM
Emanuel Medical Center	LVN
Merced College	LVN
YCCD/MJC	LVN

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

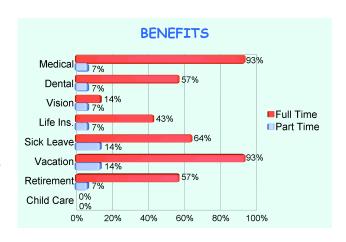
^{*} Education of most recent hires as reported by firms.

PHYSICAL THERAPY AIDES

14 FIRMS - 40 EMPLOYEES

DEFINITION

Physical Therapy Aides prepare patients and treatment areas for physical therapy treatments and assist Physical Therapists with the treatments such as gait training, hydrotherapy, and exercise programs. They transport patients to and from treatment areas and assemble and maintain equipment and supplies. They may perform routine clerical and related tasks. They work under continuous on-site supervision of a licensed/registered Physical Therapist.



OFS CODE: 660172

WAGES / FRINGE BENEFITS

All responses are from non-union employers.

All responses are n		HIGH M	
NEW HIRE, NO EXPERIENCE	\$5.25	\$9.00	\$6.75
NEW HIRE, EXPERIENCED	\$6.00	\$10.00	\$7.93
3 YEARS EXP. WITH FIRM	\$7.00	\$14.00	\$9.25

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Small
Projected Growth	5.5%/Year
Rate of Growth	Much Faster Than Avg.
Openings Due to Growt	h 7/Year
Openings Due to Separa	ations 4/Year

WHERE THE JOBS ARE

Health Offices/Clinics (not M.D.)	56%
Chiropractic Offices	26%
General Service Hospitals	18%

SUPPLY/DEMAND ASSESSMENT

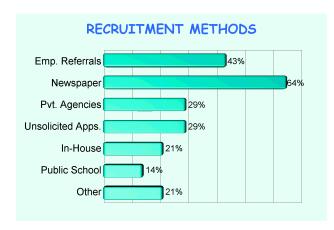
Many employers (50%) report hiring Physical Therapy Aides in the last twelve months.

Most of those hired (73%) were hired to fill vacancies resulting from separations, and 27% were hired to fill vacancies resulting from growth.

Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

PHYSICAL THERAPY AIDES

14 FIRMS - 40 EMPLOYEES



SPECIFIC SKILLS

OES CODE: 660172

This occupation requires good communication skills, good organization skills, good patient relation skills, the ability to follow instructions with accuracy, and physical agility and strength. Some employers (29%) require word processing skills.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, however many employers require work experience in the same type of facility as theirs.

Almost all employers (93%) accept training as a substitute for the required work experience.

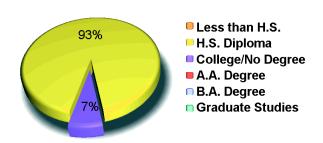
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Some employers (23%) report that they do promote Physical Therapy Aides to higher level positions. Most of the employers reporting promotions are Chiropractic Offices, promoting Chiropractic Assistants to positions that are not in patient care areas.

Participating employers report that 83% of the employees in this occupation are female, and 17% are male.

EDUCATION*



TRAINING OPPORTUNITIES

<u>INSTITUTION</u>

PROGRAM

Andon College

Rehabilitation Services Aide

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

^{*} Education of most recent hires as reported by firms.

PHYSICAL THERAPY ASSISTANTS

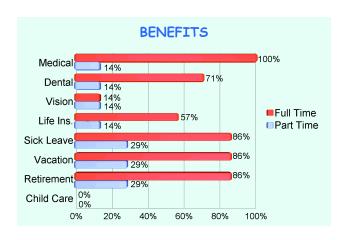
7 FIRMS - 18 EMPLOYEES



OES CODE: 660171

DEFINITION

Physical Therapy Assistants administer and assist with physical therapy treatments as planned and directed by a licensed Physical Therapist. They administer treatments such as exercise, gait training, massage, whirlpool, and hot packs. They instruct, motivate, and assist patients with learning and improving functional activities. They may record patient treatments and maintain patient records.



WAGES / FRINGE BENEFITS

All responses are from non-union employers. LOW HIGH MEDIAN NEW HIRE, NO EXPERIENCE \$14.00 \$18.00 \$15.34 NEW HIRE, EXPERIENCED \$16.00 \$23.00 \$16.78 3 YEARS EXP.

\$16.50 \$25.00 \$19.00

EMPLOYMENT TRENDS

OCCUPATION FOI	RECAST
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Size of Occupation	Small
Projected Growth	5.5%/Year
Rate of Growth	Faster Than Avg.
Openings Due to Growth	7/Year
Openings Due to Separation	4/Year

WHERE THE JOBS ARE

Health Offices/Clinics (not M.D.)	67%
General Service Hospitals	24%
Skilled Nursing Facilities	9%

SUPPLY/DEMAND ASSESSMENT

Many employers (43%) report hiring Physical Therapy Assistants in the last twelve months.

Most (75%) were hired to fill vacancies resulting from separations, and 25% were hired to fill vacancies resulting from growth.

Employers report that it is a *little difficult* to find *fully experienced and qualified* applicants for this occupation.

Employers report that it is *a little difficult* to find *inexperienced* applicants for this occupation.

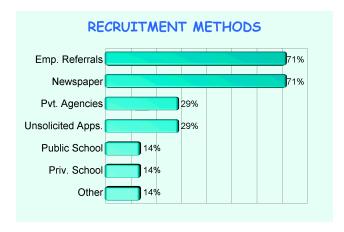
WITH FIRM

PHYSICAL THERAPY ASSISTANTS

7 FIRMS - 18 EMPLOYEES



OES CODE: 660171



SPECIFIC SKILLS

This occupation requires good communication skills, good organization skills, good patient relation skills, and the ability to organize and carry out patient treatment regimens in accordance with the goals of the treating physician.

Some employers (29%) require word processing computer skills.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

Physical Therapy Assistants must acquire a license issued by the State of California which certifies that the candidate has graduated from a committee approved school with an A.A. or A.S. Degree, or has training and experience equivalent to a graduate of a committee approved school.

In addition, almost all employers (86%) require work experience in physical therapy.

Many employers (43%) will accept training as a substitute for the required work experience.

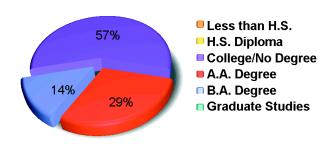
OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Only a few employers (14%) report that they promote Physical Therapy Assistants to higher level positions. Those positions are supervisory and require the assistant to continue their patient care duties.

Participating employers report that 50% of the employees in this occupation are female, and 50% are male.

EDUCATION*



TRAINING OPPORTUNITIES

INSTITUTION

PROGRAM

Sacramento City College

PTA

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY

^{*} Education of most recent hires as reported by firms.

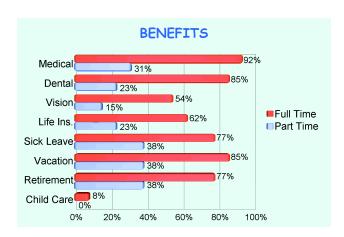
SALESPERSONS - RETAIL (EXCEPT VEHICLES)

13 FIRMS - 1118 EMPLOYEES

OES CODE: 490112

DEFINITION

Retail Salespersons sell a variety of merchandise to the public. They assist the customer in making selections, obtain or receive the merchandise, total the bill, receive the payment in cash or by check or credit card, operate the cash register, and make change for the customer. They may stock shelves and set up advertising displays. Does not include those who work primarily as a Cashier.



WAGES / FRINGE BENEFITS

All responses are from non-union employers.

, , cop o , .c c c u. c .		HIGH M	. ,
NEW HIRE, NO EXPERIENCE	\$5.75	\$25.75	\$6.00
NEW HIRE, EXPERIENCED	\$5.75	\$35.75	\$6.30
3 YEARS EXP. WITH FIRM	\$5.75	\$45.75	\$7.50

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Very Large
Projected Growth	1.8%/Year
Rate of Growth	Slower Than Avg.
Openings Due to Growth	90/Year
Openings Due to Separations	180/Year

WHERE THE JOBS ARE

Department Stores	76%
Building Supplies	10%
Clothing Stores	4%
Other	10%

SUPPLY/DEMAND ASSESSMENT

Almost all employers (92%) report hiring Salespersons in the last twelve months.

Some (28%) were hired to fill vacancies resulting from separations, 19% were hired to fill vacancies resulting from growth, 21% were hired to fill vacancies resulting from promotions, and 33% were hired as temporary/seasonal.

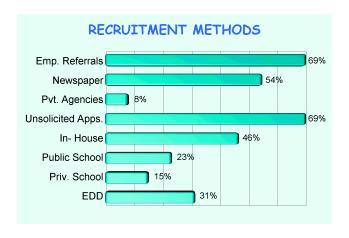
Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

SALESPERSONS - RETAIL (EXCEPT VEHICLES)

13 FIRMS - 1118 EMPLOYEES



OES CODE: 490112



SPECIFIC SKILLS

The most important skills for this occupation are communication and customer relations skills. Some employers (23%) also require word processing computer skills, and 8% require database skills.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are no certificates or licenses required for this occupation, however most employers (76%) require work experience in sales, cashier or retail operations.

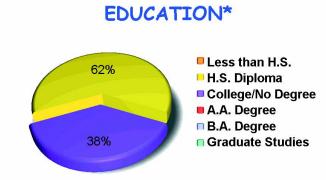
Almost all employers (92%) will accept training as a substitute for the required work experience.

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most employers (77%) report that they do promote Salespersons to high level positions. Occupations mentioned were: sales and other management positions, buyer, and merchandiser.

Participating employers report that 65% of employees in this occupation are female, and 35% are male.



* Education of most recent hires as reported by firms.

TRAINING OPPORTUNITIES

INSTITUTIONPROGRAMWorldwide Educational
ServicesCustomer Service
Representative
Retail Customer ServiceYCCD/MJCProfessional Selling

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

SURGICAL TECHNICIANS

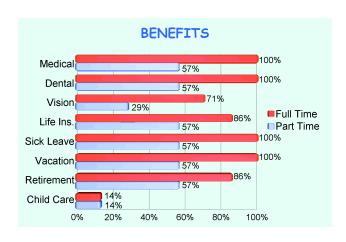
7 FIRMS - 42 EMPLOYEES



OES CODE: 329280

DEFINITION

Surgical Technicians assist the surgical team during surgical procedures and in the preparation for surgery. Under the supervision of a Registered Nurse, they arrange sterile set-ups, count sponges, needles and instruments before and during surgery, check the operation of equipment, and clean and restock the operating room. They may pass instruments and supplies to the surgeons, and may assist in transporting, positioning, preparing and draping patients for surgery. They may be known as Surgical Technologists. This occupation does not include Surgical Assistants that retract tissue, suture skin, or suction blood during surgery.



WAGES / FRINGE BENEFITS

All responses are from non-union employers. LOW HIGH MEDIAN

NEW HIRE, NO EXPERIENCE \$8.50 \$9.75 \$9.07

NEW HIRE,

EXPERIENCED \$9.00 \$20.25 \$10.43

3 YEARS EXP.

WITH FIRM \$9.75 \$24.00 \$10.50

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation Small Projected Growth 11.3%/Year Rate of Growth Much Faster Than Avg. Openings Due to Growth 4/Year Openings Due to Separations 1/Year

WHERE THE JOBS ARE

General Service Hospitals	74%
Doctors' Offices/Clinics	16%
Specialty Clinics	9%

SUPPLY/DEMAND ASSESSMENT

Most employers (71%) report hiring Surgical Technicians in the last twelve months.

Some (23%) were hired to fill vacancies resulting from separations, and 77% were hired to fill vacancies resulting from growth.

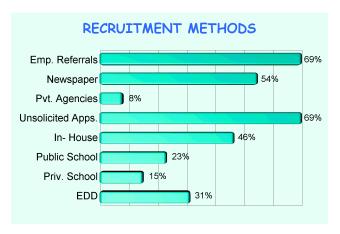
Employers report that it is a little difficult to find fully experienced and qualified applicants for this occupation.

SURGICAL TECHNICIANS

7 FIRMS - 42 EMPLOYEES



OES CODE: 329280



SPECIFIC SKILLS

The ability to work closely with surgeons and surgical assistants, and be able to stand for long periods of time.

Possess excellent fine motor skills and the ability to handle delicate surgical instruments.

Be able to follow complicated directions and respond to emergencies rapidly.

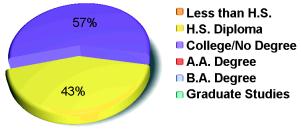
Possess a good working knowledge of anatomy, physiology, medical terminology, surgical procedures, and aseptic techniques.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There is a certification available for Surgical Technicians (also known as Surgical Technologists or Operating Room Technicians). Almost all employers (86%) require graduation from a program in Operating Room Technology, and 57% require certification. Some employers use Licensed Vocational Nurses in this occupation, and some use a combination in their surgical staff.

All employers require work experience as a Surgical Technician, however many (57%) will accept training as a substitute for the required work experience.

EDUCATION*



PROMOTIONAL OPPORTUNITIES

Some employers (29%) report that they do promote Surgical Technicians to higher level positions. Due to the nature of medicine, promotion to any position other than supervision of surgical technicians requires further education and either additional certification or licensure.

Participating employers report that 43% of employees in this occupation are female, and 57% are male.

TRAINING OPPORTUNITIES



* Education of most recent hires as reported by firms.

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

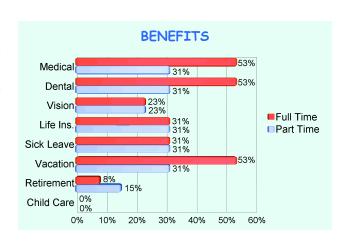
OTHER INFORMATION

WAITERS AND WAITRESSES

13 FIRMS - 371 EMPLOYEES

DEFINITION

Waiters and Waitresses serve food and/or beverages to patrons at tables. They usually take orders from patrons and make out the check. Does not include workers that work only at counters.



OES CODE: 650080

WAGES / FRINGE BENEFITS

All responses are from non-union employers.

NEW LIDE		HIGH N	
NEW HIRE, NO EXPERIENCE	\$5.75	\$20.75	\$11.25
NEW HIRE, EXPERIENCED	\$5.75	\$23.00	\$12.03

WITH FIRM \$5.75 \$25.75 \$16.25

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of Occupation	Very Large
Projected Growth	4.6%/Year
Rate of Growth	Much Faster than Avg.
Openings Due to Growth	76/Year
Openings Due to Separat	ions 95/Year

WHERE THE JOBS ARE

Eating Places	80%
Membership Clubs	9%
Drinking Places	8%
Other	3%

SUPPLY/DEMAND ASSESSMENT

Almost all employers (92%) report hiring Waiters and/or Waitresses in the last twelve months.

Most (64%) were hired to fill vacancies resulting from separations, 17% to fill vacancies resulting from growth, 7% to fill vacancies resulting from promotions, and 12% were hired as temporary or seasonal.

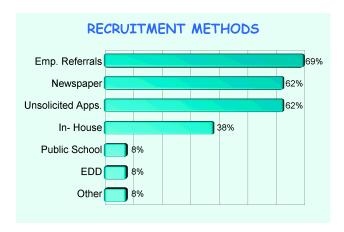
Employers report that it is *a little difficult* to find *fully experienced and qualified* applicants for this occupation.

Employers report that it is *a little difficult* to find *inexperienced* applicants for this occupation.

3 YEARS EXP.

WAITERS AND WAITRESSES

13 FIRMS - 371 EMPLOYEES



SPECIFIC SKILLS

OES CODE: 650080

Important skills in this occupation are customer relations skills. The ability to interact well with a diverse customer base, to communicate clearly, to understand and relay orders accurately, to handle customer complaints and diffuse potentially disruptive customers.

Be able to stand for long periods of time and to handle multiple sizes and weights of serving pieces repetitively.

Be able to work irregular and split shifts, holidays, and late nights or early mornings.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

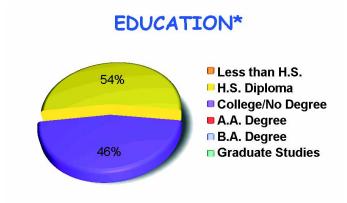
There are no certificates or licenses required for this occupation, however almost all employers (85%) require work experience in food or beverage service. Almost all employers (85%) will accept training as a substitute for the required work experience.

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Almost all employers (92%) report that they do promote Waiters and Waitresses to higher level positions. The positions include: supervision and management, banquet captain, and occupations out of the food service occupation.

Participating employers report that 70% of employees in this occupation are female, and 30% are male.



* Education of most recent hires as reported by firms.

TRAINING OPPORTUNITIES

<u>INSTITUTION</u> <u>PROGRAM</u>

Central Valley Opportunity Center **Food Occupations**

YCCD/MJC

Food Service – Commercial Food Service – Institutional Food Service – Schools

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.

WELDERS AND CUTTERS

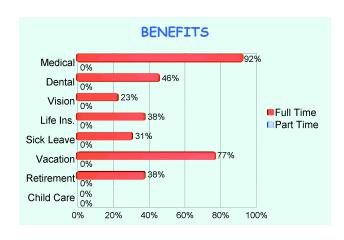
13 FIRMS - 225 EMPLOYEES



OES CODE: 939140

DEFINITION

Welders and Cutters use flame cutting, hand, arc, and gas welding equipment, and gas torches, to weld together metal components of such products as pipelines, automobiles, boilers, and ships, or join together components of fabricated sheet metal assemblies, or cut, trim, or scarf metal objects to dimensions as specified by layout, work order, or blueprints.



WAGES / FRINGE BENEFITS

All responses are from non-union employers.

LOW HIGH MEDIAN
NEW HIRE,
NO EXPERIENCE \$6.00 \$10.00 \$7.50

NEW HIRE,
EXPERIENCED \$7.25 \$13.00 \$9.00

3 YEARS EXP.
WITH FIRM \$8.00 \$14.00 \$11.00

EMPLOYMENT TRENDS

OCCUPATION FORECAST

Size of the Occupation	Medium
Projected Growth	3.1%/Year
Rate of Growth	Faster than Avg.
Openings Due to Growth	11/Year
Openings Due to Separation	9/Year

WHERE THE JOBS ARE

Truck/Trailer Shops	25%
Farm Machinery/Equipment	21%
Food Producers/Equipment	14%
Other	40%

SUPPLY/DEMAND ASSESSMENT

Almost all employers (85%) report hiring Welders and/or Cutters in the last twelve months.

Most (73%) were hired to fill vacancies resulting from separations, 19% were hired top fill vacancies resulting from growth, 1% to fill vacancies resulting from promotions, and 7% were hired as temporary or seasonal.

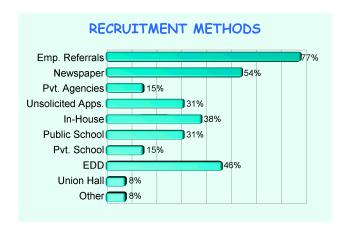
Employers report that it is *somewhat difficult* to find *fully experienced and qualified* applicants for this occupation.

WELDERS AND CUTTERS





OES CODE: 939140



SPECIFIC SKILLS

The ability to apply basic welding skills to the specific trade of the employer and learn additional skills necessary to the employer. Specific types of welding such as MIG & TIG welding, Silver-solder welding, and oxygen acetylene welding were mentioned by responders.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

There are several levels of certification available for welders. Only 15% of responding employers require any of these certifications; however, almost all employers (85%) require experience in welding.

Some employers desire to train welders with basic experience in their specific trade, and some provide certification on the job.

All employers will accept training as a substitute for the required work experience.

OTHER INFORMATION

PROMOTIONAL OPPORTUNITIES

Most employers (77%) report that they do promote Welders and/or Cutters to higher level positions. These positions are based on skills attained for specific jobs within the firms, or supervision/management skills.

Participating employers report that 100% of employees in this occupation are male.

TRAINING OPPORTUNITIES

<u>INSTITUTION</u> <u>PROGRAM</u>

Cal Trade Welding School Welding Combination Welding MIG/TIG Welding Pipeline Welding

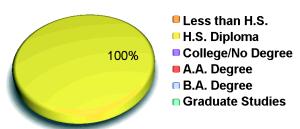
YCCD/MJC

Welding/Fabrication

Merced College

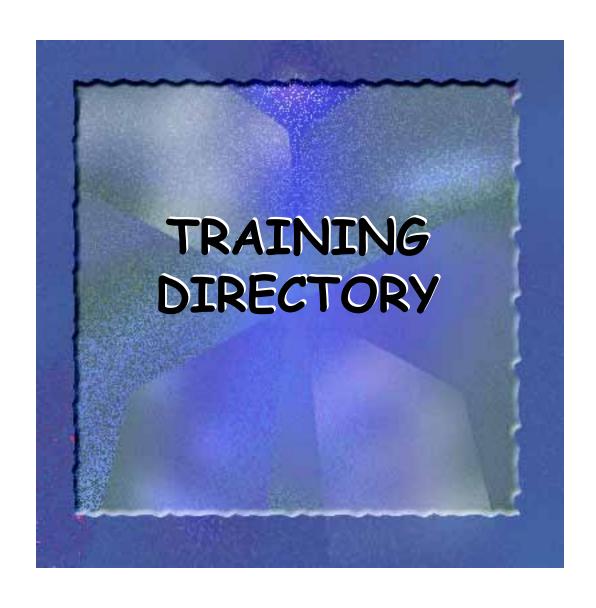
Welding

EDUCATION*



^{*} Education of most recent hires as reported by firms.

FURTHER INFORMATION ON TRAINING OPPORTUNITIES IS AVAILABLE IN THE ATTACHED TRAINING DIRECTORY.



Stanislaus County 2000 137

ADRIAN'S BEAUTY COLLEGE OF TURLOCK

2253 Geer Road Turlock, California 95382

CONTACT

WEB DATA

Sherri Cytanovich, Director Phone: (209) 632-2233 FAX: (209) 632-9089 E-Mail: adrians@inreach.com Website: None available

PROGRAMS

Cosmetology Manicuring Esthetics Refresher Course

ADVANCED CAREER TECH INSTITUTE

2880 Sunrise Boulevard, Suite 232 Rancho Cordova, California 95742

CONTACT

WEB DATA

John Klinghardt, Owner Phone: (916) 635-3435 FAX: (916) 635-8487 E-Mail: actech@cwnet.com Website: http://home.cwnet.com/actech

PROGRAMS

Microcomputer Support Specialist Computer Systems Support Specialist Applications Support Specialist Network/LAN Support Specialist Hardware Support Specialist Software Support Specialist Network Systems Support Specialist

Stanislaus County 2000 139

AMERICAN BUSINESS COLLEGE

142 N. 9th Street, Suite 14 Modesto, California 95350

CONTACT

WEB DATA

Candace Brock, Director Phone: (209) 523-1333 (209) 523-5467 FAX:

E-Mail: businesscollege@netscape.net

Web Site: www.abc-college.com

PROGRAMS

Hospitality Management Mortgage Banking with Real Estate Property Management with Real Estate

ANDON COLLEGE OF MODESTO

1700 McHenry Village Way Modesto, California 95350

CONTACT

WEB DATA

Stephanie Flaherty, Admissions Phone: (209) 571-8777 (209) 571-9836 FAX:

E-Mail: None Available Website: www.andon.com

PROGRAMS

Medical Assistant Studies in Medical Assisting (AOS) Medical Office Specialist Rehabilitation Services Aide Occupational Therapy Assistant

AREA TRUCK DRIVING SCHOOL

430 10th Street Modesto, California 95354

<u>CONTACT</u> <u>WEB DATA</u>

Oscar Mendez, Office Manager E-Mail: tony@areatruckdrivingschool.com Phone: (209) 238-9081 Website: www.areatruckdrivingschool.com

Phone: (209) 238-9081 FAX: (209) 549-7831

PROGRAMS

Tractor Trailer Driver

BEVERLY TRAINING CENTER

1900 Coffee Road Modesto, California

<u>CONTACT</u> <u>WEB DATA</u>

Sherri Fontes, Instructor E-Mail: None Available Phone: (209) 548-0318 Website: None Available FAX: (209) 548-0319

PROGRAMS

Nursing Assistant Pre- Certification

Stanislaus County 2000 141

CAL TRADE WELDING SCHOOL

424 Kansas Avenue Modesto, California 95351

CONTACT

WEB DATA

Robert Erwin, Owner Vicki Richter, Admin. Asst. Phone: (209) 523-0753 FAX: (209) 523-8826 E-Mail: caltrade@pacbell.net Website: None Available

PROGRAMS

Combination Welding MIG / TIG Specialty Welding Pipeline Welding AWS Inspectors

CALIFORNIA BEAUTY COLLEGE

1115 15th Street Modesto, California 95354

CONTACT

WEB DATA

Mary Riley, Admissions Phone: (209) 524-5184 FAX: (209) 524-7622 E-Mail: None Available Website: None Available

PROGRAMS

Cosmetology Manicuring

CALIFORNIA CAREER COLLEGE OF MANTECA

977 W. Center Street, Suite 3 Manteca, California 95337-4301

WEB DATA CONTACT

cccboss@aol.com Suzanne Clemens, Admissions E-Mail: Phone: (209) 239-1700 Website: www.cccollege.com

(209) 239-7071

FAX:

PROGRAMS

Mortgage Banking / Finance **Property Management** Residential / Mini-Storage Management Commercial / Industrial Management Travel / Tourism

CALIFORNIA STATE UNIVERSITY, STANISLAUS

801 W. Monte Vista Avenue Turlock, California 95380

WEB DATA CONTACT

outreach_help_desk@stan. E-Mail: Admission & Application Info.

csusstan.edu Phone: (209) 667-3070

Website: http://www.csustan.edu (209) 667-3394 FAX:

DEPARTMENTS

Anthropology Criminal Justice **Graduate Studies** Philosophy Physical Education Art Drama History **Athletics** Inst. For Int'l Study Health **Economics** Physical Science

Liberal Studies **Biological Science** School of Education

Business Admin. Marine Science Politics/Public Admin. **English**

Ethnic/Women's Studies Chemistry Mathematics Psychology **Cognitive Studies** Geography Multidisciplinary Sociology

Computer Science Geology Program Nursing

Stanislaus County 2000 143

CENTRAL VALLEY OPPORTUNITY CENTER

912 11th Street Modesto, California 95354-2319

CONTACT WEB DATA

Harvey de la Cruz, Director E-Mail: cvoc7@cvoc.merced.ca.us Phone: (209) 577-3210 Website: Elite.net~7ecvocplan FAX: (209) 521-9954

PROGRAMS

Business Occupations Cashier – Retail Sales Welding Automotive Maintenance Graphic Printer Food Occupations

CENTER FOR EMPLOYMENT TRAINING

757 E. 11th Street Tracy, California 95376

CONTACT WEB DATA

Delilah McDonald, Admin. Asst. E-Mail: None Available Phone: (209) 830-9429 Website: None Available FAX: (209) 830-9430

PROGRAMS

Accounting/Bookkeeping Building Maintenance Shipping/Receiving-Warehousing Truck Driving

CENTRAL VALLEY ELECTRICAL JAC

519 12th Street Modesto, California 95354

CONTACT WEB DATA

Stan Strohmeyer E-Mail: None Available Phone: (209) 579-5417 Website: None Available

FAX: (209) 521-9664

PROGRAMS

Construction Electrician CA Certificate

CHAPMAN UNIVERSITY

3600 Sisk Road Modesto, California 95356

<u>CONTACT</u> WEB DATA

Peggy Young, Asst. Dir. Operations E-Mail: modesto@chapman.edu David L. Young, Asst. Dir. Programs Website: None Available

Phone: (209) 545-1234 FAX: (209) 545-0956

PROGRAMS

Bachelor's Degrees Master's Degrees Teaching Credentials

Psychology Education Single Subject
Social Sciences School Counseling Multiple Subject
Health Sciences Educational Psychology Preliminary Admin. Service

Organizational Leadership Special Education Pupil Personnel in Sch./Counsel.

Organizational Lead. Special Education Clear Credential

COMMUNITY BUSINESS SCHOOL

3800 McHenry Avenue, Suite M Modesto, California 95356

CONTACT

WEB DATA

Zane Schaeffer, Director Phone: (209) 529-3648 FAX: (209) 529-0456

E-Mail: combuss@jps.net Website: www.jps.net/combuss

PROGRAMS

Office Trainee with Telephone Skills

COMP USA

3900 Sisk Road, Ste. D Modesto, California 95356

CONTACT WEB DATA

Dave Van Etten, Marketing Account Exc. E-Mail: davevanette@compusa.com Website: www.compusa.com

Fax: (209) 342-6055

PROGRAMS

The Basics Word Processing
Spreadsheets & Financial Database
Graphic & Publishing Internet
Specialty Advanced Technical Cisco Router

Intergrated & Business Application Advanced Techologies

Microsoft Windows NT Novell Netware

COMPUTER CAREER TRAINING

427 N. Highway 49, Suite 102 Sonora, California 95370

CONTACT

WEB DATA

Kyran Enzi, President Phone: (209) 536-1702 E-Mail: enzi@jps.net Website: www.cctschool.com

PROGRAMS

Computer Aided Drafting with Animation Computerized Medical Front Office Computerized Office Skills Computerized Business Applications

COMPUTER TUTOR

4306 Sisk Road Modesto, California 95356

CONTACT

George Rawe, Director Julie Hughes, Vocational Director

Phone: (209) 545-5200 FAX: (209) 545-3995 **WEB DATA**

E-Mail: ctmail@ainet.com

Website: www.computertutor.com

PROGRAMS

Administrative Assistant I Administrative Assistant II Administrative Account Clerk I Administrative Account Clerk II Administrative Medical Clerk Office Clerk I

CONSTRUCTION CRAFT TRAINING CENTER

26232 Industrial Boulevard Hayward, California 94545

<u>CONTACT</u> WEB DATA

Tracey Chase, Admissions Director E-Mail: None Available

Phone: (510) 785-2282 Website: cctc.edu FAX: (510) 785-9136

PROGRAMS

Industrial Electrical Hazardous Waste/Environmental Tech.

EMANUEL MEDICAL CENTER

825 Delbon Avenue Turlock, California 95380

<u>CONTACT</u> WEB DATA

Bernice Hartlett, Admissions Lora Crawford, Asst. Prog. Dir. Phone: (209) 669-2305 E-Mail: None Available Website: None Available

FAX: (209) 669-2371

PROGRAMS

Licensed Vocational Nurse Training (LVN)

FIRST CAREER ACADEMY

1225 Tully Rd. Suite. A Modesto, California 95350

<u>CONTACT</u> <u>WEB DATA</u>

Mark Ochineros, Director
Phone: (209) 523-7395
FAX: (209) 523-7396

E-Mail: www.FSCA1225@ADL.COM
Website: Modestofirststep.com

PROGRAMS

Accounting
Basic Skills
Business
Computer Graphic
Legal Serectary
Medical Office

GALEN COLLEGE

1604 Ford Avenue, Suite 10 Modesto, California 95350

<u>CONTACT</u> WEB DATA

Betsy Johns, Director
Phone: (209) 527-5100
FAX: (209) 527-7209

E-Mail: None Available Website: None Available

PROGRAMS

Dental Assistant Medical Assistant

GOLDEN STATE TRUCK SCHOOL

400 N. 12th Street, Suite 15 Modesto, California 95354

CONTACT

WEB DATA

Jim Herbert, Director Phone: (209) 544-2700 FAX: (209) 358-7171

E-Mail: None Website: None

PROGRAMS

Truck Driver Training

GOODWILL INDUSTRIES SAN JOAQUIN INC.

129 South Grant Street Stockton, California 95202

CONTACT

WEB DATA

Sally Wooden, Director Market
Development

Phone: (209) 466-2311 FAX: (209) 466-0547 E-Mail: kayh@goodwill-sjv.org Website: goodwil@goodwill-sjv-org

PROGRAMS

Office Technolgy (Billiqual) Retail Sales Training (Billiqual) Janitorial Training Employment Preparation

HUMPHREYS COLLEGE

3600 Sisk Road, Suite 3A Modesto, California 95356

<u>CONTACT</u> WEB DATA

Rebecca Valantines Admissions

Counselor

Phone: (209) 543-9411 FAX: (209) 543-9413

E-Mail: rvalantines@humphreys.edu
Website: http://Humphreys.edu

PROGRAMS

Accounting / A.S. Degree Legal Office Administration / A.S. Degree

Accounting Clerk Legal Office Clerk

Administrative Management / Certificate Medical Administrative Assistant

Executive Administrative Assistant Medical Office Administration / A.S. Degree

Executive Office / A.S. Degree Medical Office Clerk Executive Office Clerk Paralegal / Certificate

Legal Administrative Assistant

IMPACT EDUCATION

4731 Greenleaf Court, #3 Modesto, California 95357

CONTACT WEB DATA

Kathy Reed, Dir. of Student Services

E-Mail: hvacinfo@impactresources.com

Phone: (209) 543-9840 Website: Http://www.impactresources.

FAX: (209) 543-9842 com/hvac.htm

PROGRAMS

HVAC/R Service Technician Appliance Repair Technician HVAC/Appliance Repair Technician

HIGH - TECH INSTITUTE

1111 Howe Avenue, Suite 250 Sacramento, California 95825

CONTACT WEB DATA

Vicki Mauer, Director of Admissions

Phone: (916) 929-9700 FAX: (916) 929-9703 E-Mail: None Available Website: www.hightechschools.com

PROGRAMS

Medical Assistant Hospital Unit Coordinator Surgical Technologist Dental Assistant X-Ray Technician

HONOLULU SCHOOL OF PARALEGAL EDUCATION

1031 McHenry Avenue, Suite 13 Modesto, California 95350

<u>CONTACT</u> WEB DATA

Benjamin Ramos, Exec. Director E-Mail: None Available Phone: (209) 523-4064 Website: None Available FAX: (209) 522-3312

PROGRAMS

Paralegal Assistant

INFOTEC COMMERCIAL SYSTEMS

8950 Cal Center Drive, 1/Suite 110 Sacramento, California 95826

<u>CONTACT</u> WEB DATA

Prog. Consultant E-Mail: mzale@infotec.com Phone: (916) 361-6920 Website: www.infotec.com

(916) 361-6931

FAX:

PROGRAMS

MCSE–Microsoft Cert. Systems Engineer MCP – Microsoft Certified Professional Novell Professional Engineer

MEDICAL EMERGENCY TRAINING SYSTEMS (M.E.T.S.)

343 East Main #906 Stockton, California 95202

<u>CONTACT</u> WEB DATA

Dawn Tomek, Student Services Asst. E-Mail: Ctrombet@aol.com
Phone: (209) 461-5550 Website: http://www.metslodi.com

Phone: (209) 461-5550 Website: http://www.metslodi.com FAX: (209) 461-5553

PROGRAMS

Emergency Medical Tech. 1 (EMT-1) EMT 1 Paramedic Paramedic Preparation

MERCED COLLEGE

3600 M Street Merced, California 95348-2898

CONTACT **WEB DATA**

Information None Available E-Mail:

Phone: (209) 384-6000 Website: http://www.merced.cc.ca.us (209) 384-6043

FAX:

DEPARTMENTS

Addiction Studies Mathematics Drama Geology Administration of Justice Health Sciences Education Music

Agriculture Engineering History Paralegal Study

Allied Health **English Human Services**

Anthropology Environmental HazMat Humanities Photography Family/Consumer Sci. Physical Education Art Industrial Art **Biological Sciences** Fire Technology Lab Technology Physical Science

Psychology **Business Administration** Foreign Language Liberal Studies Chemistry General Studies Life Sciences Social Sciences

MODESTO CITY SCHOOLS

1017 Reno Avenue Modesto, California 95351

WEB DATA CONTACT

Lisa Roche, Training Coordinator E-Mail: roche.1@monet.k12.ca.us Phone: (209) 576-4273 Website: www.monet.k12.ca.us/careers

(209) 576-4151 FAX:

PROGRAMS

A+ Certification **Food Services** Aa Welding **Graphic Arts Lab**

Application of the Computer Horticulture & the Environment

Automatic Transmission Repair (fw/rw) Landscape Design/Mainenance **Business Management** Multimeda

Computerized Equipment Servicing Office Occupations

Construction Techology Retail Sales/Marketing **Custodial Services** Security Guard Training **Electral Trades Technology** Sheet Metal Fabrication

Elementary Education Small Engine/Motorcycle Repair (evening) Fashion Marketing

Philosophy

MISSION HILL TRUCK SCHOOL

521 Bystrum Road Modesto, California 95351

CONTACT

WEB DATA

Harcharan Singh (owner) Romanthony L'ouveture (instructor)

Phone: (209) 491-2380 FAX: (209) 491-2381 E-Mail: None Available Website: None Available

PROGRAMS

Trucking Driving Training Saftey Training

MODESTO AREA SHEET METAL JAC

841 Lone Palm Avenue Modesto, California 95351

CONTACT

WEB DATA

Tony Ledoux, Training Coordinator Phone: (209) 523-1323

FAX: (209) 523-1323

E-Mail: None Available Website: None Available

PROGRAMS

Sheet Metal Worker CA Certificate

MODESTO COMPUTER ACADEMY, INC.

1209 Woodrow Avenue, Suite A-1

CONTACT

WEB DATA

David Jensen, Assoc. Dir. of Training Allea Vick, Training Coordinator

Phone: (209) 577-1809 FAX: (209) 577-2570

E-Mail: mca@modesto.quick.com

Website: None Available

PROGRAMS

Computer Operator Automated Office Assistant Administrative Computer Training Automated Accounting Clerk

MODESTO JUNIOR COLLEGE

435 College Avenue Modesto, California 95350

CONTACT

WEB DATA

Student Information Center Phone: (209) 575-6470 Student Development Office

Phone: 209) 575-6700

E-Mail: None Available

Website: http://www.mjc.yosemite.

cc.ca.us

DEPARTMENTS

Agricultural and Environmental Sciences Allied Health Arts, Humanities, and Communications Behavioral and Social Sciences Business Family and Consumer Sciences Literature and Language Arts Physical, Recreation, and Health Ed. Public Safety Training Science, Math, and Engineering

MODESTO JUNIOR COLLEGE / WORKFORCE TRAINING CENTER

435 College Avenue Modesto, California 95350

CONTACT

WEB DATA

Kim Bailey, Counselor Phone: (209) 575-6011

Appointments

Phone: (209) 575-6438

E-Mail: None Available Website: None Available

PROGRAMS

Auto Body/Collision Repair/Refin. Automotive Technologist Desktop Publisher Maintenance Machinist Industrial Electrician Offset Press Operator Welding/Sheet Metal Fabricator

MOUNTAIN - VALLEY EMERGENCY MEDICAL SERVICES

1101 Standiford Avenue, Suite D-1 Modesto, California 95350

CONTACT

WEB DATA

Marilyn Smith, Staffing & Training Phone: (209) 529-5085

FAX: (209) 529-1496

E-Mail: msmith@mvemsa.com Website: www.mvemsa.com

PROGRAMS

Paramedic Training

NATIONAL TRAINING INSTITUTE

1900 Blue Gum Avenue, Suite B Modesto, California 95357

<u>CONTACT</u> <u>WEB DATA</u>

Liz Ferreira, Branch Director E-Mail: ntimodesto@hotmail.com Phone: (209) 522-9700 Website: www.ntiusa.com

Phone: (209) 522-9700 Website: www.ntiusa.com FAX: (209) 522-9705

PROGRAMS

Computer Service Technician Integrated Digital Electronics

NEW HORIZONS COMPUTER LEARNING CENTER

1643 Quail Lakes Drive. Suite 100 Stockton, California 95207

<u>CONTACT</u> WEB DATA

Marsh Wilson, Sales Manager
Phone: (209) 951-8500
FAX: (209) 951-8781

E-Mail: mwilsonnhstocktonl.com
Website: www.newhorizons.com

PROGRAMS

Corporation Education Solution Desktop Application Training Certification Technical Training Certification

NETWORKS EDUCATION CENTER

1100 J Street Modesto, California 95354

CONTACT

WEB DATA

Kim Bonzi, Director of Educational Services

Phone: (209) 549-8600 FAX: (209) 549-8604

E-Mail: kbonzi@networkinc.com

Website: networkinc.com

PROGRAMS

A Plus Technician Training
Desktop Application
Network Plus
P.C. Fundamental
MCSE (Microsoft Certification System
Engineers)

NORTH ADRIAN'S BEAUTY COLLEGE

124 Floyd Avenue Modesto, California 95350

CONTACT

WEB DATA

Patricia Cochran, Director Phone: (209) 526-2040 FAX: (209) 524-9347 E-Mail: adrians@inreach.com Website: None Available

PROGRAMS

Cosmetology Manicuring Esthetics Refresher Course

NORTHERN CALIFORNIA TRAINING INSTITUTE

333 Sunrise Avenue, Suite 500 Roseville, California 95661

<u>CONTACT</u> WEB DATA

Michelle Keane, Office Manager E-Mail: michelle_keane@amr-ems.com

Phone: (916) 960-6284 Website: www.ncti-online.com

PROGRAMS

Mobile Intensive Care Paramedic EMT – Basic (Emergency Medical Tech)

NORTHWESTERN TECHNICAL COLLEGE

1825 Bell Street #100 Sacramento, California 95825

<u>CONTACT</u> <u>WEB DATA</u>

Rich Craven, Director Admissions E-Mail: none

Phone: (916) 649-2400 Website: www.ntcollege.com FAX: (916) 641-8649

PROGRAMS

Novell Networking Professional Novell/NT Networking Professional Microsoft Professional Professional Service Technician Microcomputer Support Specialist

PACIFIC TECHNICAL INSTITUTE, INC.

2005 Evergreen Ave #400 Modesto, California 95350

<u>CONTACT</u> WEB DATA

Kim Vowell, Job Placement E-Mail: pacteck1@inreach.com

Phone: (209) 524-3634 Website: None Available FAX: (209) 524-4469

PROGRAMS

Computer Assembly Repair Computer/Copier Connectivity Information Management Technician Board Electronic Assembly and Repair Construction Estimating Medical Secretary

SAN FRANCISCO COLLEGE OF MORTUARY SCIENCE

1598 Dolores Street San Francisco, California 94110

CONTACT WEB DATA

Mary Kauk Adminstrator E-Mail: sfcms@ix.netcom.com Elizabeth Wettleufar, Adm. Assistant Website: http://www.sfcms.org

Phone: (415) 824-1313 FAX: (415) 824-1390

PROGRAMS

Mortuary Science

SCOE YOSEMITE ROP

1100 H Streett Modesto, California 95354

<u>CONTACT</u> WEB DATA

Judie Piscitello, Director E-Mail: None Available

Phone: (209) 525-5093 Website: www.stan-co.k12.ca.us FAX: (209) 525-5193

PROGRAMS

Ag Equipment Repair

Ag Occupations

Ag Structural Welding

Ag Welding/Equipment Construction

Auto Body Repair

Auto Service Technology

Automatic Transmission Repair

Business Applications On Computer

Cabinet Construction

Certified Nursing Assistant

Child Care Aide

Computer Accounting

Computer Applications/Sm Business

Computer Assisted Drafting

Computer Equipment Service/Repair

Computer Information/Tech Computer Programming Construction Technology

Co-Op Retail Sales/Merchandising

Cosmetologist
Criminal Justice
Custodial Services
Desktop Publishing
Electrical Trades

Electronic Occupations

Elementary Education

Emergency Medical Tech (Refresher)

Emergency Medical Technician

Farm Power/Machinery Fashion Merchandising

Floriculture Food Service

Graphic Arts Lab Graphics/Printing

Home Health Aide

Hospital Health Occupation

Internetworking

Landscape Maintenance
Landscape Maintenance-Mcs

Medical Office Metal Fabrication Multimedia

Office Procedures/Technology

Photography

Retail Sales/Marketing Security Guard Training Sheet Metal Fabricator Small Business Mgt.

Small Engine/Motorcycle Repair Theater Stagecraft/Carpentry

Voc Ag Welding Word Processor

TELECOM TECHNICIANS INSTITUE

5767 Stoddard Road Modesto, California 95356

CONTACT

WEB DATA

Keith Griffith, Associate Director Phone: (209) 543-9639

FAX: (209) 543-8950

E-Mail: None Available Website: None Available

PROGRAMS

Telecom Basic Wiring
HiCap Maintence Splice
Basic Telecom Splice
Central office Equipment Instulation
Advanced Telecom Splicing
Central Office Equipment Installation

TRAINING AND RESOURCE CENTER

723 14th street Modesto, California 95354

CONTACT

Cheryl Huckaby, Admissions Director

Phone: (209) 342-0130 FAX: (209) 342-0132

WEB DATA

E-Mail: gary@trcmodesto.com Website: www.trcmodesto.com

PROGRAMS

Administrative Assistant Automated Account Clerk I Automated Account Clerk II Automated Receptionist Clerical Computer Operator Training

Computer Operator Training General Office Clerk I General Office Clerk II Inventory Control/ Ship. Clerk Medical Admitting Clerk Medical Office I/Secretary Medical Office II/Secretary Secretary/Word Processing I Secretary/Word Processing II Skills Upgrading

TRUCK DRIVING ACADEMY

1405 Oak Street Stockton, California 95203

<u>CONTACT</u> WEB DATA

Robbie Wilson, Director of Admissions
Dianna Ojeda, Vice President
Phone: (209) 951-1819

E-Mail: None Available
Website: tdatraining.com

FAX: (209) 462-0322

PROGRAMS

Truck Driver Training

TURLOCK ADULT SCHOOL

1574 E. Canal Drive Turlock, California 95380

CONTACT

WEB DATA

Kathy Newsum, Adm. Secretary
Phone: (209) 667-0643
FAX: (209) 667-0695

E-Mail: None Available Website: www.Turlock

PROGRAMS

Office Occupations Business Applications of the Computer

WESTERN PACIFIC TRUCK SCHOOL

2316 Nickerson Drive Modesto, California 95358

CONTACT

Rebecca Carter, Director of Admissions

Phone: (209) 531-9226 E-Mail: nordic@wptruckschool.com

FAX: (209) 538-6773 Website: Http://www.wptruck

school.com

WEB DATA

PROGRAMS

Advanced Tractor Trailer Operator

WORLDWIDE EDUCATIONAL SERVICES

1620 N. Carpenter Road, Suite D-47 Modesto, California 95351

CONTACT

WEB DATA

Sally Alameda, Office Manager
Phone: (209) 575-1933

E-Mail: None Available

FAX: (209) 575-2009 Website: www.worldwideeducsvsofca.com

DEPARTMENTS

Business – Accounting Industrial Construc. Est./Mgt.

Business – Clerical

Business – Customer Service

Business – Sales/Mgt.

Computer – Desktop Pub.

Computer – Graphics

Legal Secretary

Medical – Clerical

Medical – Transcription

Property Management

Transportation – Forklift

Computer – Network Travel

Computer – Internet/Website Basic Education/G.E.D.

Electronics



The Workforce Investment Board 5 Year Plan; Executive Summary

In it's simplest form, the Stanislaus County Five Year Workforce Investment Strategic Plan calls for various Federal, State and Local Government agencies to communicate, cooperate, collaborate and leverage resources in order to provide the best Workforce Development service to the most people in the most reasonable and efficient manner possible.

To accomplish the Mission, the Plan's adherents or "Partners" will be disposed to Share resources, Provide access to customer information, Divest the notion of exclusivity or domain (i.e. "turf"), Become mutually supportive, Become Interactive, and Involve the whole community in the planing and implementation process. To that general end, the primary tenets of the Plan are provided below.

Stanislaus County and the Workforce Investment System of the 21st Century

Stanislaus County is on a quest to be the Best County in America. The County Board of Supervisors has been part of the planning process for implementing a new Workforce Development System since before the Workforce Investment Act was signed into law in August of 1998. In this way, the accountable, local elected officials are directly and indirectly involved in the Workforce Development planning process.

The County Board has charged County Government to: Serve the public interest in an efficient, cost-effective manner; Promote the public health, safety, welfare and the local economy; Provide excellent customer service; Explore and create new possibilities and partnerships. The Supervisors further challenge all County Departments to commit to 'respecting the communities and individuals we serve, to model leadership, promote personal responsibility, integrity and accountability and to encourage and support innovation.'

Within the context of the Board's stated Mission, Vision and Values, the Stanislaus County Workforce Investment Board will **coordinate** resources, **improve access** to the workforce development system and **enable customers** to achieve individual self-sufficiency through placement in unsubsidized employment.

On June 29th 1999 the Stanislaus County Board of Supervisors established the Stanislaus County Workforce Investment Board. This new, local board is charged with strategic planning and policy oversight of a multipartner, One-Stop system for workforce development. At it's inaugural meeting, on July 15th 1999, the "WIB" adopted a mission statement resolving that the Board will,

"Coordinate the activities of the public and private institutions in Stanislaus County in order to achieve the goals of a coordinated community plan."

Current practices

Stanislaus County provides access to Workforce Development Services to employers, job and information seekers in a One-Stop service delivery system. Presently, three One-Stop service centers are in operation, serving an average of 5000 customers a month per center. These One-Stop Centers are designed to support a broad variety of customers on a walk-in basis. Innovations include extended hours, on-site support staff, and "instant" referrals to various community-based organizations collocated or electronically connected to the Center.

In Stanislaus County, One-Stop Centers operate under the auspices of cooperative agreements, in the form of a

signed Memorandum of Understanding. These partners organized for the sake of clarity, fit roughly into the following categories. The One-Stop **lead partners** are Stanislaus County (represented by the Community Service Agency and Department of Employment and Training), the Stanislaus County Economic Development Corporation (SCEDCO), and the local office of the California Employment Development Department. The lead partners provide the majority of resources committed to One-Stop delivery of Workforce Development services and jointly make operational decisions.

A second category of **resource partners** is distinguished in that these generally commit significant resources to serve and support mutual clients and participate at varying levels as customer demand dictates. These partners are in the business of assisting customers to prepare for the workforce and include:

Modesto Junior College;

Modesto City Schools Regional Occupation Program;

Migrant Education program - in conjunction with the Stanislaus County Office of Education;

Stanislaus County Housing Authority;

the local office of the California Vocational Rehabilitation program;

Central Valley Opportunity Center (the local recipient of the Community Development Block Grant).

The list of **other partners** consists of the 'mandatory' partners, defined by statute, which include local labor organizations, Veterans and Senior Service agencies, Youth program operators and State Rehabilitation programs. To these, we add the ever-growing list of Community and Faith Based Organizations that actively serve the needs of customers in our community.

Workforce Vision

The Stanislaus County Workforce Investment Board provides broad vision and guidance to the Workforce Development Community as it continually changes to meet shifting local economic conditions. In fulfilling this mission and associated goals, the Board has established a **Strategic Planning Committee**. This Committee, made up of dedicated, community minded leaders will coordinate long range plans, establish long range objectives, facilitate cooperative planning and generally promote a vision of a greater future.

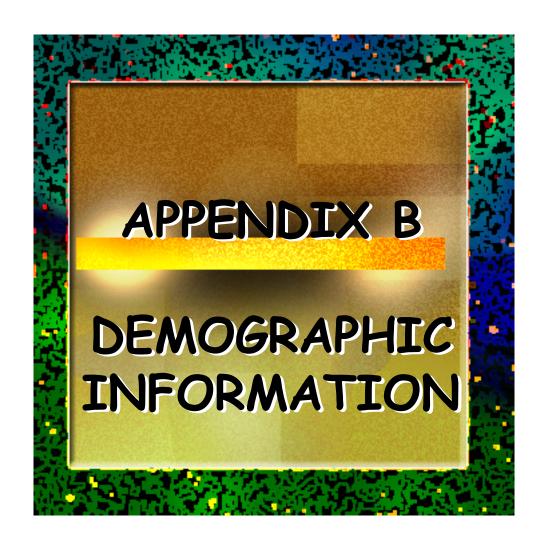
With commitment from leaders of the business community in partnership with government and education Stanislaus County will continually review, revise and mold a system which will produce a local workforce superior in quality and capacity, equipped for the twenty-first Century.

How we are different:

Even before the July 1st 2000 Workforce Investment Act program start, the Stanislaus County Workforce Investment Board has successfully implemented two key tenets of the Workforce Investment legislation of 1998. First, the county has established real One-Stop relationships with the critical partners of the new Workforce Development System and begun serving customers at three 'joint' facilities in the County. Second, Local Elected Officials together with key business, community and government leaders have embraced the concept of and subsequently established and empowered a collaborative, interactive workforce investment board which will provide vision, goals and guidance for developing the workforce of the new century functioning, if you will, as **Stanislaus County's Future Factory.**

Stanislaus County 2000

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Stanislaus County 2000

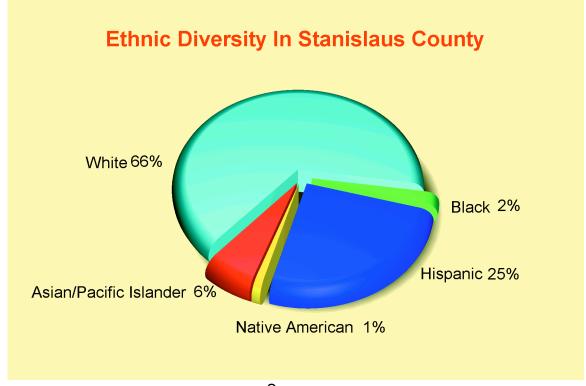
City and County Population and Housing Estimates January 1, 2000

				HOUSING UNITS							PERSONS	
												PER
		HOUSE-	GROUP						MOBILE		%	HOUSE-
	TOTAL	HOLD	QUARTER	TOTAL	DETACHED	ATTACHED	2 T0 4	5 PLUS	HOMES	OCCUPIED	VACANT	HOLD
STANISLAUS COUNTY												
CERES	32,928	32,668	260	10,840	7,866	354	457	1,332	831	10,250	5.44	3.187
HUGHSON	3,615	3,615	0	1,191	980	32	41	62	76	1,128	5.29	3.205
MODESTO	188,286	185,299	2,987	67,683	46,026	3,651	6,031	10,046	1,929	64,437	4.80	2.876
NEWMAN	6,385	6,385	0	2,136	1,837	56	92	130	21	1,890	11.52	3.378
OAKDALE	14,952	14,775	177	5,670	4,056	175	525	683	231	5,443	4.00	2.714
PATTERSON	10,959	10,930	29	3,262	2,699	123	181	129	130	3,096	5.09	3.530
RIVERBANK	14,601	14,453	148	4,447	3,737	108	195	189	218	4,271	3.96	3.384
TURLOCK	53,481	52,250	1,231	18,685	12,333	628	1,918	3,240	566	17,823	4.61	2.932
WATERFORD	6,766	6,682	84	1,980	1,623	50	127	107	73	1,919	3.08	3.482
UNINCORPORATED	109,391	108,008	1,383	36,129	27,926	866	872	840	5,625	34,111	5.59	3.166
INCORPORATED	331,973	327,057	4,916	115,894	81,157	5,177	9,567	15,918	4,075	110,257	4.86	2.966
TOTAL COUNTY	441,364	435,065	6,299	152,023	109,083	6,043	10,439	16,758	9,700	144,368	5.04	3.014

RACE/ETHNIC REPORT

May, 2000

	TOTAL	NET			NET	PERCENT OF
YEAR	POPULATION	CHANGE	BIRTHS	DEATHS	MIGRATION	TOTAL (*)
1990						
CENSUS	370,522					100%
JULY 1998	431,097	5,660	6,837	3,346	2,169	100%
	•					71%
JULY 1998	284,329	1,479	3,242	2,844	1,081	66%
1990						
	80.897					22%
	,	2,954	2,996	327	285	25%
	- ,	,	,			
1990						
CENSUS	18,146					5%
JULY 1998	26,783	893	374	83	602	6%
1990						
	6.109					2%
JULY 1998	8,251	244	169	77	152	2%
1990						
CENSUS	3,474					1%
JULY 1998	4,158	90	56	15	49	1%
	1990 CENSUS JULY 1998 1990 CENSUS JULY 1998 1990 CENSUS JULY 1998 1990 CENSUS JULY 1998	1990 CENSUS JULY 1998 1990 CENSUS JULY 1998 261,896 JULY 1998 284,329 1990 CENSUS JULY 1998 107,576 1990 CENSUS 18,146 JULY 1998 26,783 1990 CENSUS JULY 1998 1990 CENSUS 1990 CENSUS 3,474	YEAR POPULATION CHANGE 1990 CENSUS JULY 1998 370,522 431,097 5,660 1990 CENSUS JULY 1998 261,896 284,329 1,479 1990 CENSUS JULY 1998 80,897 107,576 2,954 1990 CENSUS JULY 1998 18,146 26,783 893 1990 CENSUS JULY 1998 6,109 8,251 244 1990 CENSUS JULY 1998 8,251 244 1990 CENSUS 3,474 3,474	YEAR POPULATION CHANGE BIRTHS 1990 CENSUS JULY 1998 370,522 431,097 5,660 6,837 1990 CENSUS JULY 1998 261,896 284,329 1,479 3,242 1990 CENSUS JULY 1998 80,897 107,576 2,954 2,996 1990 CENSUS JULY 1998 18,146 26,783 893 374 1990 CENSUS JULY 1998 6,109 8,251 244 169 1990 CENSUS 3,474 3,474 3,474	YEAR POPULATION CHANGE BIRTHS DEATHS 1990 CENSUS JULY 1998 370,522 431,097 5,660 6,837 3,346 1990 CENSUS JULY 1998 261,896 284,329 1,479 3,242 2,844 1990 CENSUS JULY 1998 80,897 107,576 2,954 2,996 327 1990 CENSUS JULY 1998 18,146 26,783 893 374 83 1990 CENSUS JULY 1998 6,109 8,251 244 169 77 1990 CENSUS 3,474 244 169 77	YEAR POPULATION CHANGE BIRTHS DEATHS MIGRATION 1990 CENSUS JULY 1998 370,522 431,097 5,660 6,837 3,346 2,169 1990 CENSUS JULY 1998 261,896 284,329 1,479 3,242 2,844 1,081 1990 CENSUS JULY 1998 80,897 107,576 2,954 2,996 327 285 1990 CENSUS JULY 1998 18,146 26,783 893 374 83 602 1990 CENSUS JULY 1998 6,109 30,700 2,954 169 77 152 1990 CENSUS JULY 1998 8,251 244 169 77 152 1990 CENSUS JULY 1998 3,474 3,474 3,474 3,474 3,474

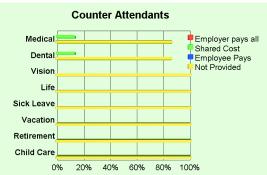


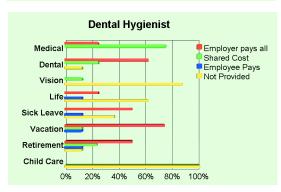
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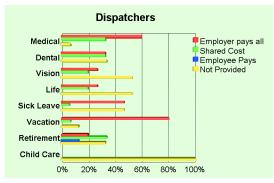
State of California Department of Finance Race / Ethnic Population Estimates - Components for Change- California Counties Data Released June, 2000



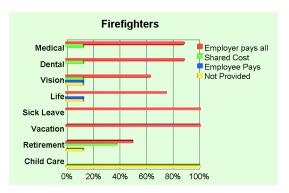






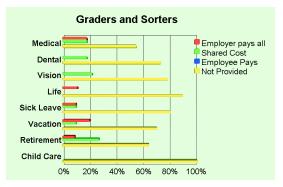


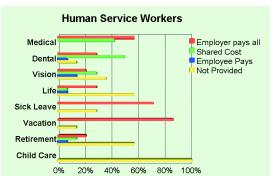




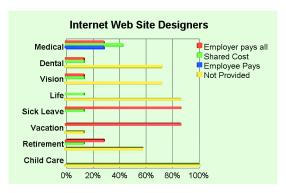


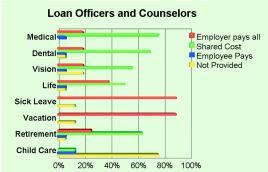






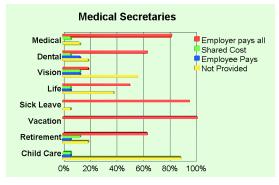
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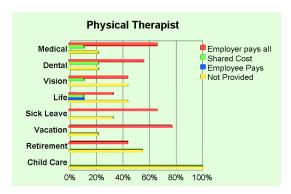


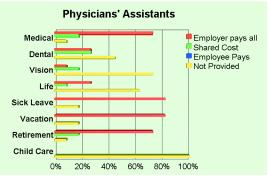




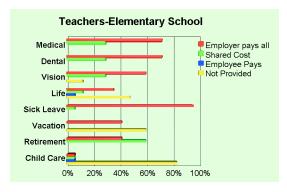


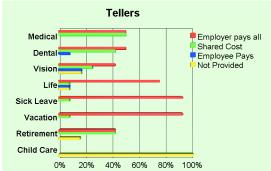














The California Cooperative							
COME	Employer Schedule ID#	ALL RESPONSES ARE KEPT STRICTLY CONFIDENTIAL					
		Whom should we contact with any further questions?					
Occupational Information System Please return completed	questionnaire to:	Name:					
Private Industry Council	Andy Fiskum	Position:					
PO BOX 3389 Modesto, CA 95353-3389	Phone: 209-558-2107 Fax: 209-558-2164	Phone: Fax:					
		/Electrical and Precision (OES CODE: 939560)					
Workers in this category a veyor line or on the floor. Voperations. Do not include	ssemble and/or fit together parts to Vork may include use of hand/pow	o form complete units or subassemblies at a bench, conver tools or special equipment to carry out fitting/assembly precision assemblers and workers who do specialized					
	-	ties in the occupation described above?					
If no, please retu	nplete this survey for the occupation this questionnaire to the above cations, please confine your answer.						
What job title(s) does	your firm use for these duties						
2a. How many employees	does your firm currently have in t	this occupation?					
2b. In this occupation, ho	ow many are: Male?	Female?					
2c. In this occupation, how	many current employees are :	On average, how many weekly hours do they					
work? Regular, Full Time	e:	Average Weekly Hours Worked:					
Regular, Part Tim	e:	Average Weekly Hours Worked:					
Temporary/On Ca	ıll:	Average Weekly Hours Worked:					
Seasonal:		Average Weekly Hours Worked:					
 In your firm, what shift 	s are available for this occupation	? (check all that apply)					
☐ Day ☐ Swing	•	se specify):					
	·	onths? \(\subseteq \text{Yes} \text{No} \text{If yes}, \)					
-	I vacancies resulting from promot						
-		in permanent positions leaving your firm?					
-	I new permanent positions resu						
•	temporary, on call, or seasona						
——————————————————————————————————————	temporary, on call, or seasona	i positions?					
5a. During the last 12 mon	ths, did your firm's employment in	this occupation: (Check one)					
☐ Decline ☐	Remain Stable						
The Over the payer 24 month	ha da way ayaa at waya firmala aya	aloumont in this convention to (Charles and)					
		ployment in this occupation to: (Check one)					
	Remain Stable						
<u> </u>	<u> </u>	erience in this occupation required?					
☐ Yes ☐ No	☐ Not required, but preferred						
-	<u> </u>	ccupation is required/preferred? (months)					
Is experience in c	ther occupations accepted?	Yes No					
If ves please spe	ecify: Occupation:	(months)					

Not Difficult = 1 2 3 4 = Difficult 8. If prior experience is not required when you hire applicants for this occupation, please indicate how difficult it is to be a first transfer to first transfer to first transfer to the profile transfer transfer to the profile transfer tra
your firm to find qualified applicants. (Circle one)
Not Difficult = 1 2 3 4 = Difficult
9. Does your firm accept training as a substitute for experience in this occupation? ☐ Yes ☐ No
If yes, how many months of training can generally be substituted? (months)
10. Is technical or vocational training required prior to employment in this occupation?
☐ Yes ☐ No ☐ Not required, but preferred
If yes or preferred, what kind of training is required/preferred? (months)
11. What is the minimum level of education your firm requires when hiring an applicant in this occupation? (Check
one). \square Less than high school diploma \square High school diploma or equivalent
☐ Associate Degree (2 year) ☐ Bachelor Degree (4 year) ☐ Graduate Study
12a. What is the usual income earned by your firm's employees in this occupation at the following levels of skill and
New hires, no experience (trained or untrained): \$
New hires who are experienced: \$
• Experienced employees after 3 years: \$
Please check one: Hour Week Month Year
12b. For other compensation, if applicable, please indicate the average overall earnings and types(s) of compensation
New hires, no experience (trained or untrained):
New hires who are experienced: \$
• Experienced employees after 3 years: \$
Please check one: ☐ Hour ☐ Week ☐ Month ☐ Year
Type of Compensation: ☐ Commission ☐ Tips ☐ Bonus ☐ Piece Rate ☐ Other (Please spe
.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
13. Are the wages for employees in this occupation subject to a collective bargaining or union agreement?
Yes No If yes, what is the name of the union or local number?
best describes who pays for them: Employer Pays All Share Cost Employee Pays All Not Provided
FT PT FT PT FT PT
Medical Insurance
Dental Insurance
Vision Insurance
Life Insurance
Sick Leave
Vacation
Retirement Plan
Other (Please Specify):

15a. D	•	promote employees in the titles of the positions	·	•	•	Li Yes Li No				
15b. W	hat skills are impo	rtant for career advance	ement?							
16. Wh	at computer softwa	are skills, if any, does yo	our firm seek in a	oplicants for	this occupati	on? (Check all that app				
None	☐ Word Process	sing	☐ Database	☐ Desktop	p Publishing	Other (Please spe				
	What are the ma	ain software programs us	sed for everyday	operations b	y your firm?					
17. Wh	at other new skills	are needed to perform t	the duties of this	occupation?						
18. Wh	en your firm hires	employees for this occu	pation, which are	the top three	ee most suc	cessful recruitment me	thods?			
	☐ In-house pro	motions or transfers	☐ Newspape	r ads	☐ Interne	☐ Internet ☐ Colleges/Universities				
	☐ EDD		☐ Walk-in ap	plicants	☐ College					
	☐ School/progr	am referrals	☐ Union hall	referrals	☐ Employee referrals					
	☐ Private empl	oyment agencies	☐ Trade journals ☐ C			other (Please specify):				
19. Are		new, changing, or emer	ging occupations	in your indu	stry? 🛘 Ye	s 🗆 No				
20 Wa	If yes, please sp	eive a complimentary co	ny of the survey i	regulte for thi	is occupation	? ☐ Yes ☐ No				
20. 770	did you like to rece	erve a complimentary co	py of the survey i	esuits for thi	is occupation	: 103 110				
ОРТІО	NAL SUPPLEMEN	NTAL QUESTIONS								
	iercing?	s feel uncomfortable bei		ployees with	socially una	cceptable visible tattoos	or			
		Yes, it would adversely affect our business								
	No, it does not matter to our business or clients Unsure									
22. In t		ne lack of available child	care resulted in y	our firm not	hiring or reta	ining the services of an				
	□Yes	□No								
23. If C	hildcare were prov	vided in close proximity t □No	o your business o	or on-site, w	ould your em	ployees use it?				
24. Wh	at are the top thre	e transportation issues a	affecting your bus	iness (pleas	se check only	<i>(</i> 3)				
	h Hour traffic sporting product er:	☐Accessibility to free	_		•	Access to Rail Transpo Employees Driver fine Or License problems				
25. Co	mmunity pride: Wo	ould you business partici □No	pate in or promot	e Beautificat	tion efforts in	Stanislaus County?				

The Future Factory Locations

Department Headquarters



Department of Employment and Training 251 East Hackett Road Suite C-2 Modesto, CA. 95358

This site is the main location of the Department of Employment and Training, and houses a Job Seeker resource center.

Telephone:

Main Telephone Number: 209-558-2100 Orientation Information: 209-558-2101 Job Developers' Hot Line: 209-558-HIRE

Clients Welfare to Work Info Line: 209-558-1161 General Welfare to Work Information: 209-558-2000

FAX: 209-558-2164

12th Street Facility and Resource Center 629 12th Street, Modesto, CA. 95353



Co-Located with the Employment Development Department, this office provides Job Development Services and includes a One-Stop Resource Center.

Telephone Number: 209-558-4424

FAX Number: 209-558-7653

Stanislaus Job Club Center



1207 I Street, Modesto, CA. 95353

This office is the first Full Service One Stop Center for Stanislaus County.

Services Providers co-located at this office include:

Community Services Agency
ModestoJunior College
Behavioral Health Services
ARBOR
Dept of Employment and Training
Literacy Center
Migrant Education
Regional Occupation Program
Vocational Rehabilitation

Telephone Number: 209-558-4335

FAX Number: 209-558-4355